



Calhoun: The NPS Institutional Archive

Theses and Dissertations

Thesis Collection

1985

Navy Delayed Entry Program attrition analysis.

Murray, Margaret Mary.

<http://hdl.handle.net/10945/21461>



Calhoun is a project of the Dudley Knox Library at NPS, furthering the precepts and goals of open government and government transparency. All information contained herein has been approved for release by the NPS Public Affairs Officer.

Dudley Knox Library / Naval Postgraduate School
411 Dyer Road / 1 University Circle
Monterey, California USA 93943

<http://www.nps.edu/library>

DUDLEY KNOX LIBRARY
NAVAL POSTGRADUATE SCHOOL
MONTEREY, CALIFORNIA 93943

NAVAL POSTGRADUATE SCHOOL

Monterey, California



THESIS

NAVY DELAYED ENTRY PROGRAM
ATTRITION ANALYSIS

by

Margaret Mary Murray

June 1985

Thesis Advisor:
Co-Advisor:

Ray A. Zimmerman
Thomas S. Swenson

Approved for public release; distribution is unlimited.

T224403

REPORT DOCUMENTATION PAGE		READ INSTRUCTIONS BEFORE COMPLETING FORM
1. REPORT NUMBER	2. GOVT ACCESSION NO.	3. RECIPIENT'S CATALOG NUMBER
4. TITLE (and Subtitle) Navy Delayed Entry Program Attrition Analysis		5. TYPE OF REPORT & PERIOD COVERED Master's Thesis; June 1985
		6. PERFORMING ORG. REPORT NUMBER
7. AUTHOR(s) Margaret Mary Murray		8. CONTRACT OR GRANT NUMBER(s)
9. PERFORMING ORGANIZATION NAME AND ADDRESS Naval Postgraduate School Monterey, California 93943-5100		10. PROGRAM ELEMENT, PROJECT, TASK AREA & WORK UNIT NUMBERS
11. CONTROLLING OFFICE NAME AND ADDRESS Naval Postgraduate School Monterey, California 93943-5100		12. REPORT DATE June 1985
		13. NUMBER OF PAGES 118
14. MONITORING AGENCY NAME & ADDRESS (if different from Controlling Office)		15. SECURITY CLASS. (of this report) Unclassified
		15a. DECLASSIFICATION/DOWNGRADING SCHEDULE
16. DISTRIBUTION STATEMENT (of this Report) Approved for public release; distribution is unlimited.		
17. DISTRIBUTION STATEMENT (of the abstract entered in Block 20, if different from Report)		
18. SUPPLEMENTARY NOTES		
19. KEY WORDS (Continue on reverse side if necessary and identify by block number) Delayed Entry Program (DEP) Navy DEP Attrition Attrition Analysis Recruiting Navy Recruiting Predicting DEP Attrition DEP Attrition		
20. ABSTRACT (Continue on reverse side if necessary and identify by block number) This study was conducted to identify various personal and organizational predictors of Navy enlisted personnel Delayed Entry Program (DEP) attrition. Every non-prior service male recruit who entered DEP in Fiscal Years 1980 through 1983 was tracked for 12 months from initial enlistment, to determine if he accessed or attrited from the Delayed Entry Program. Five models predicting attrition were developed, using		

logistic regression analysis. Two models were based on personal characteristics of DEP members, including age, educational status at DEP entry, mental category and race. A third model looked at the personal characteristics and the amount of time spent in DEP. The fourth model was based on the size of the Navy's DEP pool, time in DEP and recruiting area. The fifth model looked at all the above variables. All the variables mentioned, with the exception of race, were found to be highly significant in predicting DEP attrition. This information should aid Navy managers in predicting and reducing DEP attrition.

Approved for public release; distribution is unlimited.

Navy Delayed Entry Program Attrition Analysis

by

Margaret Mary Murray
Lieutenant, United States Navy
B.A., University of California, Los Angeles, 1977

Submitted in partial fulfillment of the
requirements for the degree of

MASTER OF SCIENCE IN MANAGEMENT

from the

NAVAL POSTGRADUATE SCHOOL
June 1985

T-113
N-113
C-1

ABSTRACT

This study was conducted to identify various personal and organizational predictors of Navy enlisted personnel Delayed Entry Program (DEP) attrition. Every non-prior service male recruit who entered DEP in Fiscal Years 1980 through 1983 was tracked for 12 months from initial enlistment, to determine if he accessed or attrited from the Delayed Entry Program. Five models predicting attrition were developed, using logistic regression analysis. Two models were based on personal characteristics of DEP members, including age, educational status at DEP entry, mental category and race. A third model looked at the personal characteristics and the amount of time spent in DEP. The fourth model was based on the size of the Navy's DEP pool, time in DEP and recruiting area. The fifth model looked at all the above variables. All the variables mentioned, with the exception of race, were found to be highly significant in predicting DEP attrition. This information should aid Navy managers in predicting and reducing DEP attrition.

TABLE OF CONTENTS

I.	INTRODUCTION -----	8
	A. BACKGROUND -----	8
	B. THE RECRUITING ENVIRONMENT -----	14
	C. RECRUITING RESOURCES -----	15
	D. RECRUITING INCENTIVE PLANS -----	16
	E. THE RECRUITING PROCESS -----	18
II.	THE DELAYED ENTRY PROGRAM -----	23
III.	METHODOLOGY -----	30
	A. DATA BASE -----	30
	B. VARIABLES -----	31
	C. STATISTICAL PROCESS -----	34
IV.	RESULTS -----	36
V.	DISCUSSION -----	57
APPENDIX A:	CROSS TABULAR ATTRITION DATA -----	65
APPENDIX B:	PREDICTED AND ACTUAL ATTRITION AND RESIDUALS FOR EACH CELL OF MODEL II -----	67
APPENDIX C:	PREDICTED AND ACTUAL ATTRITION AND RESIDUALS FOR EACH CELL OF MODEL III -----	73
APPENDIX D:	PREDICTED AND ACTUAL ATTRITION AND RESIDUALS FOR EACH CELL OF MODEL IV -----	99
BIBLIOGRAPHY	-----	117
INITIAL DISTRIBUTION LIST	-----	118

LIST OF TABLES

1.	VARIABLES USED IN MODELS OF DELAYED ENTRY PROGRAM ATTRITION -----	32
2.	DEPENDENT AND INDEPENDENT VARIABLES FOR EACH MODEL -----	35
3.	CHI-SQUARE TEST FOR MAIN EFFECTS FOR THE PERSONAL CHARACTERISTICS MODEL INCLUDING MIN -----	37
4.	REGRESSION EQUATION FOR THE PERSONAL CHARACTERISTICS MODEL INCLUDING MIN -----	38
5.	CHI-SQUARE TEST FOR MAIN EFFECTS FOR THE PERSONAL CHARACTERISTICS MODEL EXCLUDING MIN -----	40
6.	REGRESSION EQUATION FOR THE PERSONAL CHARACTERISTICS MODEL EXCLUDING MIN -----	41
7.	CHI-SQUARE TEST FOR MAIN EFFECTS FOR THE PERSONAL CHARACTERISTICS MODEL INCLUDING TIME IN DEP -----	44
8.	REGRESSION EQUATION FOR THE PERSONAL CHARACTERISTICS MODEL INCLUDING TIME IN DEP -----	45
9.	CROSS TABULAR ANALYSIS OF MODEL III VARIABLES -----	47
10.	CHI-SQUARE TEST FOR MAIN EFFECTS FOR THE RECRUITING SYSTEM MODEL -----	48
11.	REGRESSION EQUATION FOR THE RECRUITING SYSTEM MODEL -----	49
12.	CROSS TABULAR ANALYSIS OF MODEL IV VARIABLES -----	52
13.	CHI-SQUARE TEST FOR MAIN EFFECTS FOR THE FULL MODEL -----	54
14.	REGRESSION EQUATION FOR THE FULL MODEL -----	55

LIST OF FIGURES

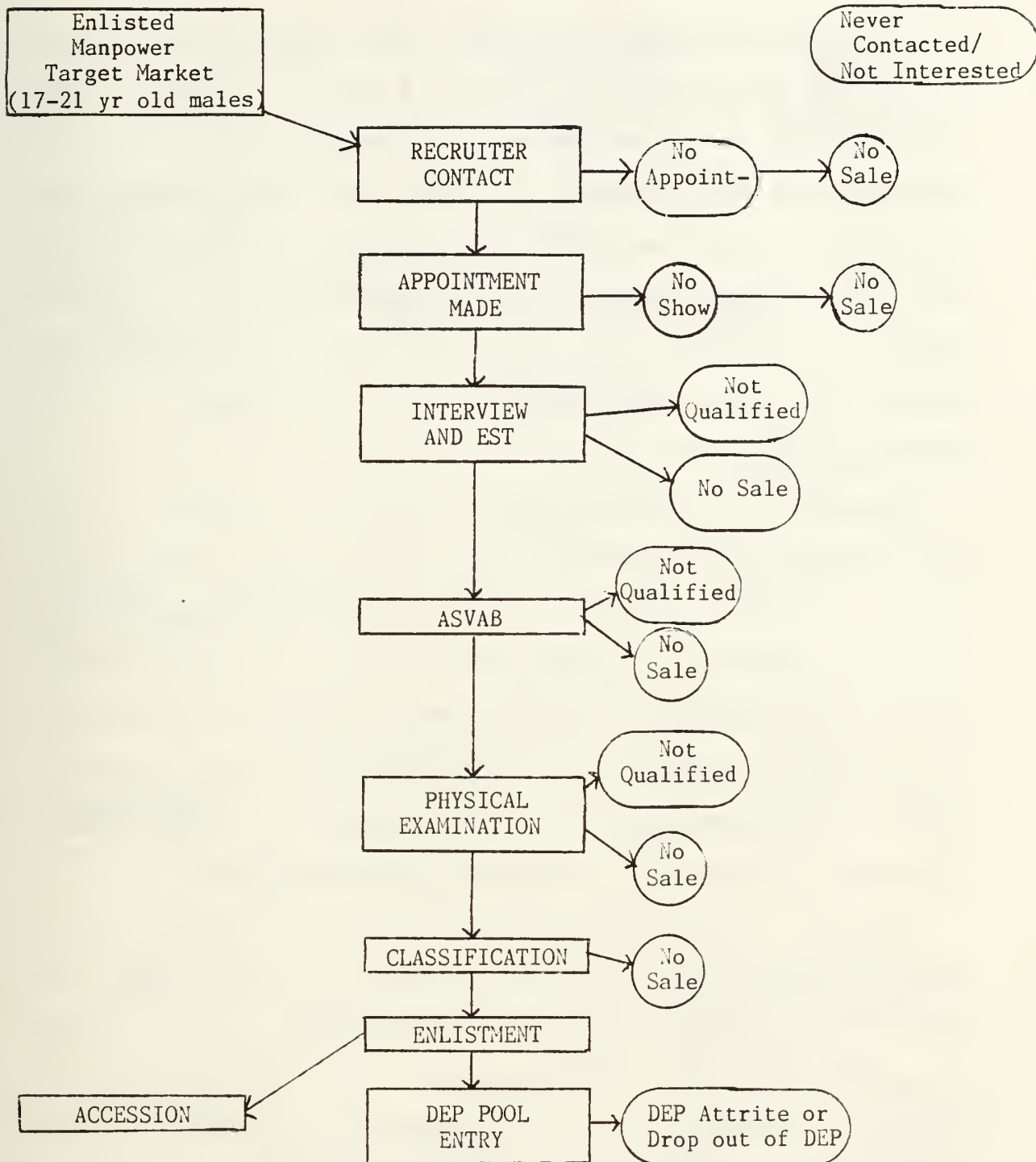
1.	The Recruiting Process -----	9
2.	NAVCRUICOM Organization Structure -----	11
3.	Frequency Bar Chart of Residuals for Model I -----	39
4.	Frequency Bar Chart of Residuals for Model II -----	43
5.	Frequency Bar Chart of Residuals for Model III ----	46
6.	Frequency Bar Chart of Residuals for Model IV -----	51
7.	Frequency Bar Chart of Residuals for Model V -----	56

I. INTRODUCTION

A. BACKGROUND

Obtaining the needed quantity and quality of enlisted manpower is a critical task in maintaining an effective Naval Force. This task is initiated by the Navy's strategic manpower planners, who establish monthly accession goals, taking into consideration the recruiting environment and the Navy's manpower replacement and expansion needs. The Navy Recruiting Command (NAVCRUICOM) is responsible for meeting monthly quantity and quality enlisted accession goals. To attain these goals NAVCRUICOM has many resources, incentive plans and a structured recruiting process. The recruiting process, depicted in Figure 1, begins with recruiters contacting individuals in the enlisted manpower market. After initial contact, the prospective recruit is taken through a sequence of events or stages as shown in Figure 1. The ultimate outcome of the recruiting process for each individual is accession to active duty or attrition at some stage of the process.

As an individual goes from one stage to another, more recruiter time and recruiting resources are expended. Attrition at each stage of the process prior to initial enlistment is monitored and controlled by the Tracking and Analysis System, which is outlined in detail in the Recruiter Training and Operating Procedures Standards Manual (RETOPS).



LEGEND:

- DEP - Delayed Entry Program
- ASVAB - Armed Services Vocational Aptitude Test
- EST - Early Screening Test

Figure 1. The Recruiting Process

The most expensive attrition occurring before accession is attrition out of the Delayed Entry Program (DEP). Approximately sixty percent of the accession goal each month comes out of the DEP pool. The DEP pool consists of those enlistees who have been assigned a program or job in the Navy but their active duty date is scheduled from one to twelve months in advance. The objective of this thesis is to analyze attrition from the DEP pool by developing predictive models of DEP attrition.

In order to appreciate the issues related to DEP attrition, it is necessary, first of all, to consider the context in which the Delayed Entry Program operates. The following discussion of goal setting, the recruiting environment and process, and incentive plans will lay the foundation for further discussion of DEP attrition. Also, Figure 2, which contains the organizational structure of NAVCRUICOM, is presented to aid in the discussion of these topics.

There are basically three dimensions to the accession goals assigned to NAVCRUICOM; quality, quantity and time. The quality standards for each rating (quality being defined in terms of mental category and education level) are partially determined by percentage of incumbents in the rating at each mental group level who are successful. Projected needs in each rating are then used to predict future mental group percentages needed. Quality requirements are further modified to decrease the likelihood of first-term

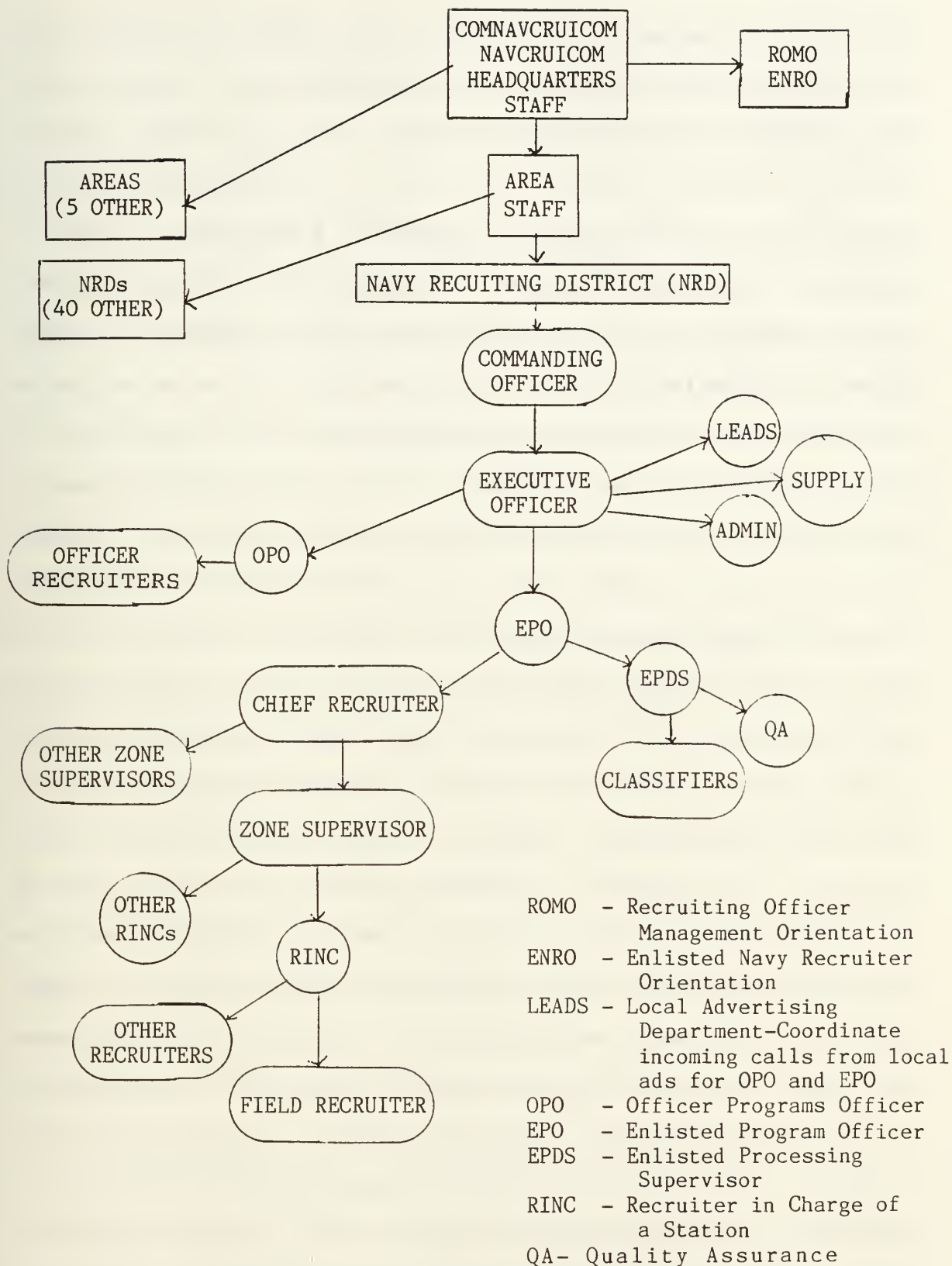


Figure 2. NAVCRUICOM Organization Structure

attrition. A study by the Center for Naval Analysis found that High School Diploma Graduates (HSDG), as a group, had lower first-term attrition rates. This greatly reduces overall training costs. This fact is one of the driving forces behind the percent quotas of High School Diploma Graduates placed by Congress on the Services. Quantity goals are determined from present and future force structure needs. Once the money is approved by Congress to fund a certain end-strength, then recruiting accession goals are figured. The beginning strength of the force minus losses due to attrition, end of obligated service, promotions, retirements, etc., yields the number of new recruits needed to meet end-strength requirements. The number needed to be gained by the Navy in entry level positions becomes the enlisted quantity accession goal. If the quantity and quality accession goals are met, there will be enough of the right kind of people to meet the program goals (goals for each general or specific rating). Attainment of program goals is controlled by NAVCRUICOM Headquarters through the use of CLASP (Classification and Assignment within PRIDE), a computerized assignment system. The number of recruits entering active duty each month must coincide with the capacity and output requirements of the various training schools. CLASP is designed, in part, to control the flow of recruits into active duty. In addition, the Delayed Entry Program (DEP) greatly facilitates this controlled flow. DEP allows an applicant to enlist in

the Navy for a particular job opening or program, reserved for him from one to twelve months in the future, and remain in civilian life in a reserve status while awaiting his active duty date.

Once recruiting accession goals for the fiscal year have been received by NAVCRUICOM, market potential and other factors determine how these goals are distributed to the areas and then to Navy Recruiting Districts (NRDs). Monthly net new contracts and accession goals are assigned at the area and NRD levels. A NRD's monthly accession goal is the number of recruits who must go to the Recruit Training Command (RTC) each month. The monthly net new contract goal is the number of contracts (enlistments) written during any given month, who either go into the Delayed Entry Program or directly on active duty. Sometimes the district manager will not know that an individual has dropped out of DEP until he doesn't show up to be sent to RTC. In this case, the DEP attrite will have to be replaced with an enlistee who can be sent in that month, in order to meet the accession goal. If the potential attrite's active duty date is not shifted for some reason, this loss will be deducted from the district's new contract count for that month. Since the NRDs are assigned goals for net new contracts, a certain percentage of monthly DEP attrition must be assumed. Yearly DEP attrition varies from about 4.58 percent to 18.06 percent across districts, depending on the environment (see Appendix A,

Table A-1). Monthly DEP attrition within each district varies greatly also. These projected monthly DEP losses are added onto each month's new contract goal before it is further distributed among the zones, Recruiters in Charge (RINCs) at Navy Recruiting Stations (NRSs), and individual recruiters. In a typical month about sixty percent of the new contracts go into the Delayed Entry Program while the rest go directly into active duty. Also, about sixty percent of accession goal each month is made up of enlistees in DEP who are due to access that month, the remainder of accession goal is made up of new contracts who go directly on active duty.

B. THE RECRUITING ENVIRONMENT

Recruiting a volunteer force is greatly affected by the size of the qualified youth population, economic fluctuations, current national attitude toward military service, current pay and bonuses offered by the military and changing manpower demands and recruiting resources. The environment in which recruiting occurs affects not only the enlistment process but also the DEP attrition rate. The environmental factors important to the recruiting community are as follows:

1. Job availability and current starting wages for young people.
2. Attitudes of young people toward military service.
3. The size of the target, quality market, including the minority markets in the area.
4. Changes in quantity and quality goals.

5. Changes in recruiting resources.
6. Military compensation packages and bonuses.
7. Density or sparseness of a NRD's or NRS target market.
8. Weather or time of the year.

Some of these factors warrant further comment. First of all, job availability and current starting wages are primarily a function of overall economic conditions in the United States. However, this will vary to some extent across geographic regions. Regarding the third factor, the target market is currently shrinking and will continue to shrink in the near future. This will undoubtedly have a severe impact on recruiting efforts in the future. Finally, the recruiting resources, referred to in factor 5, include the number of recruiters and the size of the advertising and recruiting budgets.

Each recruiting level of NAVCRUICOM (see Figure 2) needs to be aware of how environmental factors affect the recruiter's mission in order to plan strategy to neutralize or work around its effect. The ever-changing environment usually demands a flexible response from recruiters on a daily basis.

C. RECRUITING RESOURCES

NAVCRUICOM's main resources are its highly trained recruiting personnel and staff, and its operating and advertising budget. The field recruiters, who come from many different ratings, are provided with extensive sales

training. This training familiarizes them with recruiting rules and regulations and provides other orientation training to prepare them for recruiting duty. The number of recruiters and the recruiting budget levels for a given fiscal year are usually determined two or more years in advance. Difficulty in predicting future recruiting environments and needs causes the current recruiting environment to be used to determine future recruiting budgets and recruiter allocations. The current environment also partially influences the future of military compensation and bonuses. When such projections are inaccurate, recruiting resources will either be inadequate for meeting recruiting goals or there will be a surplus. When the economy is growing fast, people tend to leave the service at a higher rate, which increases accession goals. On the other hand, when the economy is slow, retention is usually high and therefore accession goals are lowered. When resources are good and the economy slows down, there is an increase in new contracts written while accession goals go down. This is one of the possible explanations for the increase in the size of the DEP which occurred in Fiscal Years 1982-83 (see Appendix A, Table A-2).

D. RECRUITING INCENTIVE PLANS

Incentive plans and rewards are needed in order to recruit the needed quality and quantity of youths and to

maintain morale among recruiters. In recruiting, the three major reward systems are the Gold Wreath Award, the Freeman Plan and a national competition system. The Freeman Plan and the national competition system include incentives to keep DEP attrition down. The Gold Wreath Award is actually a series of awards. Each one is earned by individual recruiters or recruiting managers by attaining established criteria for excellence in recruiting. The Freeman Plan, developed by Admiral Freeman, is an outstanding incentive plan that encourages recruiters to seek out and recruit the quality individuals most needed by the Navy. The reward system of the Freeman Plan is based on differing amounts of points given to recruiters for new contacts. The points gained are based on the recruits' educational status and mental group. HSDGs and upper mental groups are worth more points than non-HSDGs and lower mental groups. For instance, a HSDG, mental category 1 recruit is worth 116 points. An average of 525 points per month is needed to be eligible for the award of advancement to a higher pay grade. Points are subtracted from the recruiter's total for recruits who drop out while they are in the Delayed Entry Program, or during their first ten days at Recruit Training. The rewards offered by the Freeman Plan are very substantial. They are, in ascending order, a Certificate of Commendation, the Navy Achievement Medal, an extension on recruiting (optional), and advancement to the next higher pay grade. Each recruiter receives a computer printout each month, called the "1000

Report," which shows his cumulative Freeman points and which award he is close to or has earned. This report also gives the number of enlistments he achieved each month, his weeks excused, his DEP attrites and his production per recruiter (PPR). His PPR is his average number of recruits per month after week excused and DEP attrition are figured in. A new recruiter is subject to removal from recruiting duty if his PPR is below 2.0 in his fifth and sixth months on production.

The national competition system is an incentive for Navy Recruiting Districts to compete with each other for high standing in a ranking of districts based on points earned. The different points that can be earned are established in the rules of the competition system before each fiscal year begins. The point values are based on achievement of quantity, quality, some general programs, minority and other goals established by NAVCRUICOM Headquarters and assigned to each district. Since net new contracts are the major criterion, each DEP attrite must be replaced, usually with a recruit of equal or similar class of program and quality. The incentive for a district to rank high in the system is strong, as this standing is often reflected in key managers' fitness reports or evaluations.

E. THE RECRUITING PROCESS

The current formal recruiting process followed by field recruiters is standardized and described in detail in a recruiting manual called RETOPS. The recruiting process has

built-in flexibility to respond to changes in the environment and quantity and quality goals. The following is a brief, simplified description of the recruiting process. (Refer to Figure 1 for clarification.) A typical recruiter who has been on production about six months may be given a goal of three or four new contracts for the month. A new contract is an enlistee who either enters active duty during the month enlisted, or goes into the Delayed Entry Program pool. Each recruiter is then assigned a target number of attempts, contacts, appointments, interviews, testers and physicals needed to attain his new contract goal according to present quality standards. His attempts and contact goals are further divided into certain target number of phone contacts, referrals, personally developed contracts, advertising call-ins and walk-ins, based on the market for which he is working, and on his preferences and talents. A sufficient number of quality contacts are provided by the RINC or he is aided in locating them if he has trouble. Contacts may come through high school ASVAB lists, call-ins from advertising, referrals from members of the recruiter's DEP pool, or visits to local high schools. Much of the guidance on where to find the quality market comes from the RINC's, zone supervisors and Chief Recruiter. The recruiter then schedules the time and the place to make these contacts early in the month. His training has equipped him with the sales techniques needed to move a qualified, interested applicant through the sales

process to closing the sale. After contacting and screening prospective applicants, an appointment to interview is scheduled if the individual is interested in the military service. At the time of the interview, after the recruiter's sales pitch, prospective applicants take the Enlisted Screening Test (EST). If they qualify, they may agree to prepare an enlistment package and schedule to take the ASVAB and physical examination if they have not already done so.

After an applicant passes the ASVAB and physical exam, he is then sent to or scheduled to see a Navy Classifier, who will ultimately reserve a specific billet for him in the Navy. The classifier uses a sophisticated, computerized assignment system called Classification and Assignment within PRIDE (Personalized Recruitment for Immediate and Delayed Enlistment) (CLASP) to attain the best match between the individual's desires and aptitude and the Navy's needs. CLASP takes into consideration each applicant's ASVAB score, job preferences, minority group membership, physical qualifications, citizenship and educational status. CLASP has built into its assignment model the Navy's needs in terms of quantity and quality for each rating and other positions. CLASP is then used to assign the applicant to a rating or general billet for which he is best suited. CLASP also assigns a date for entry into the service when the billet has an opening. At this point, the applicant is either placed in the Navy's Delayed Entry Program or sent to active duty within the month. Again, individuals may be placed in DEP

from one month to twelve months depending on the active duty enlistment date. High school seniors are often placed in DEP, not only awaiting their assigned position, but also graduation from high school. As a result of CLASP and the Delayed Entry Program, enlistees filling specific billets enter the Navy in a controlled flow. This controlled flow of manpower into the Navy meets not only the manpower quantity and quality goals, but the timing and program goals as well.

At each level of the recruiting process, from contact to accession, prospective applicants fall out or are weeded out due to their own volition (no sale) or due to noncompliance with the Navy's mental, physical or moral standards which are spelled out in detail in the Navy Recruiting Manual (see Figure 1). The recruiter is still responsible for his applicants after they have enlisted in the Delayed Entry Program. There are rules and regulations governing the recruiter's role in motivating and keeping track of DEP members. The recruiting process does not end until sometime after the enlistee enters the Recruit Training Center. After a while on production, recruiters develop their own recruiting styles while still complying with the required standard recruiting procedures, and they are still very effective and make or exceed their goals. If they experience trouble, they revert back to a more formal and structured recruiting method.

Each month, a certain amount of unexpected DEP attrition may occur. These individuals are then immediately replaced

in order to meet accession goals. If expected DEP attrition in succeeding months could be predicted, an accurate number and needed quality of replacements could be lined up in advance. As further background for understanding of a DEP attrition prediction model, the following chapter is a discussion of the Delayed Entry Program.

II. THE DELAYED ENTRY PROGRAM

The Delayed Entry Program is a complex system that is mainly managed by the Enlisted Program Officer (EPO) (see Figure 2) at each Navy Recruiting District. The EPO controls the number of enlistees placed in the DEP during each month of the coming year, in order to meet his accession goals each month. The DEP pool consists of everyone who is in DEP at a given point in time. When the DEP pool is relatively small, in a given month, new enlistees are placed in DEP for a shorter period of time than when the pool is relatively large. This is because, in the succeeding month, sixty percent of the EPO's accession goal will be taken from the DEP pool. Thus, the EPO may not be able to meet the accession goal for the succeeding month if too many people are placed in DEP for longer periods of time. On the other hand, when the pool is large, in a given month, then a certain ideal percentage level of DEP members are scheduled for active duty in each of the following months.

CLASP's scheduling of an enlistee to active duty in a particular month can be controlled, to a degree, by having the classifier only look for openings in certain months. The smaller the DEP pool, the fewer future months the EPO will allow the classifiers to search in CLASP. As a result, more limited assignments are open to enlistees. This could result

in a less than optimal match between applicant and billet. The Navy utilizes the Production Upgrade Management Program (PUMP) to increase the size of the DEP pool in all districts that have small pools. This not only increases assigning options in CLASP, but also gives recruiters more opportunity to obtain referrals from DEP members.

The DEP pool can be compared to a bank account. If there are more deposits (new contracts) made than withdrawals (accessions), then the account (DEP pool) will grow. During favorable recruiting times, as in 1982 and 1983, large numbers of new contracts were written that exceeded the accession goal, thereby causing the DEP pool to grow. As the DEP pool grows, more contracts are placed in DEP for longer periods of time. Although this has some advantages, as stated above, the disadvantage is that attrition rates increase as time in DEP increases (see Table 12). This could be one of the reasons for the doubling of average DEP attrition rate from 6.68 percent in 1980 and 1981, to 10.54 percent in 1982 and 1983. DEP size grew from 82,010 to 113,275 during those two periods (see Appendix A, Table 2-A). By no means is this suggesting a large DEP pool is undesirable. The large DEP pool is an asset in that members of the pool generate referrals to recruiters. A large pool also allows the classifiers to place individuals further out in time, giving them a larger choice of school seats. This may result in a better match between individuals and jobs,

and may even result in lower active duty attrition by increasing satisfaction with the assignment process.

Attrition from the Delayed Entry Program may occur at any point between initial enlistment and the active duty date. Annual attrition rates tend to vary over time and across districts. In recent years, it has varied from 4.58 percent to 18.06 percent per year (see Appendix A, Table A-1). Accurate prediction of DEP attrition would be especially helpful at the District level. The expected DEP attrition for each month must be estimated by the EPO in order to adjust future monthly new contract goals so that replacements can be lined up. Thus, a certain number of contracts are added, usually by the EPO, to the district's new contract goals to make up for DEP attrition. If this is done accurately, then the new contract goal for the month will be met without any last minute surprises. Also, high-attrition-risk individuals can be monitored more closely or placed in DEP for shorter time intervals.

When a DEP attritee is recognized or registered in the computer, the lost contract is subtracted from the district's new contracts for that month. A DEP member's date for active duty may be postponed to a maximum of twelve months after the DEP entry date, but there should be a good reason for such postponements. Although it is not authorized, a DEP member's active duty date may be postponed even if it is known that the DEP member has already been lost, since the

EPO does not want this contract to be subtracted from the number of new contracts for the month. If a DEP member's loss is not known or recognized until he is due to access, this lost accession must be replaced immediately in order to fulfill the accession goal. This means that additional individuals must be recruited who will go on active duty in the same month they enlist. These recruits are often referred to as "Hot Shippers." A certain number of openings for Hot Shippers are necessary because some HSDGs and most non-HSDGs in the work force often want to go to work as soon as possible. Aside from such individuals, it is difficult to recruit someone into an available billet and send him on active duty in the same month.

Replacement contracts for DEP losses cost at least as much to recruit as new contracts. If high quality contracts are lost, they must be replaced with high quality contracts, and they are the mostly costly to recruit. It is especially difficult to find high quality replacement contracts who will enter active duty almost immediately, because good school seats are limited when the classifier can only look at the current month's openings in CLASP. This could result in a less-than-optimal match, which would cause a higher chance of attrition later. In 1980 and 1981 average DEP attrition was 6.68 percent nation- wide and 67.56 percent of these attrites were high quality individuals. High quality is defined as those DEP members who are seniors in high school

or have an education level of HSDG or above and who are in mental groups I, II, or IIIA. In 1982 and 1983 average DEP attrition was 10.54 percent nation-wide and 84.32 percent of these attrites were high quality individuals (See Appendix A, Table A-3.) During 1980 and 1981, 79.98 percent of the DEP pool was high quality. During 1982 and 1983, 87.25 percent of the DEP pool was high quality (see Appendix A, Table A-3).

A certain level of DEP attrites should be expected and even considered healthy, as these enlistees might have dropped out of recruit training anyway. RTC attrition is more costly than DEP attrition because beyond recruiting costs, full pay and training costs have begun at RTC. On the other hand, it is to the best interest of each Navy Recruiting District and NAVCRUICOM to monitor, control and reduce DEP attrition as much as possible, especially attrition of high quality individuals.

Although the EPO manages the DEP pool, it is the production recruiters and their RINC's who are responsible for the individuals in the DEP. Although attrition from DEP may occur for reasons beyond the control of the recruiter, he does everything in his power to maintain motivation in his DEP members and prepare them for active duty. Managing DEP members and using them as a source of referrals requires special leadership skills and a well-thought-out plan of action. Most Navy Recruiting Stations prepare their own plans for handling DEP members. There are small token

rewards, such as ball caps and belt buckles, for DEP members who refer someone who subsequently qualifies and enlists. Most recruiters have get-togethers for their DEP members and their friends; they might go on an outing to a Naval Base, watch Navy films or learn Navy jargon and how to tie knots.

There are many factors that can be considered when predicting DEP attrition. One is the amount of time an individual spends in the DEP pool awaiting his active duty date. DEP attrition rates increase as a function of time in DEP (See Table 12). A second is the total annual size of the Navy's DEP pool. The size of the DEP pool is reflective of the economy and job availability as explained earlier. As a result, the size of the DEP pool may indicate good or bad recruiting times. The area in which a recruit is enlisted into the Navy may also be important in predicting DEP attrition. Besides DEP management differing across areas, other things, such as regional unemployment levels, are likely to affect DEP attrition differently by region. Finally, personal characteristics such as age, race, mental category and education-level may be predictive of DEP attrition, since a number of studies have found these variables to be significant in predicting first-term attrition. (Lockman and Lurie, 1980; A. W. Lau, Mar 1979).

The following chapters describe a set of statistical models for predicting DEP attrition. These models were derived from DMDC files from fiscal years 1980 through 1983.

These types of models and analyses can be used by policy makers at NAVCRUICOM and by DEP managers at the NRD level who shoulder the responsibility for DEP attrition.

III. METHODOLOGY

A. DATA BASE

The longitudinal data base used in this study was derived from a sample from the Military Enlisted Processing Command (MEPCOM) file maintained by the Defense Manpower Data Center (DMDC). The MEPCOM file is basically a transaction file. That is, it provides a report at the end of each month of everything that happened to enlistees at each Military Enlisted Processing Station (MEPS) during the month. Events include updating the status of old files and creation of new files.

The sample records requested from this MEPCOM file were Navy non-prior service males, who signed an initial enlistment contract between October 1979 and September 1983 (Fiscal Years 1980 through 1983). Generally MEPCOM does not record a change in status that occurs when a DEP member drops out of DEP or does not show up on his active duty date. However, the Navy's records for DEP members are usually updated with DEP attrition information at least by the end of the individual's twelfth month in DEP. Therefore, to establish, from the MEPCOM file, whether a recruit became an accession or a DEP loss, his monthly records had to be tracked for one year. If there was no indication that he had accessed within one year after the DEP entry date, he was considered to be a DEP attrite. The individual's final

amount of time he was in the system as a DEP member was the amount of time he was considered to be in DEP before official attrition or accession. In some cases, the MEPCOM file did show that the individual had dropped out of DEP; these cases were identified as DEP attrites also.

The MEPCOM file contains a large amount of information. The information used in the analyses included:

1. Fiscal year
2. Attrition status
3. Race (black and white only)
4. Month and year entered DEP
5. Month and year entered active duty (projected or actual)
6. Mental category
7. Education status at the time entered DEP
8. Area in which enlisted
9. NRD in which enlisted
10. Age at time of initial enlistment.

Items 4 and 5 above were used to figure the months in DEP (MODEP) and time in DEP (quarterly) (TDEP) variable in the statistical modes.

B. VARIABLES

The variables used in this thesis are contained in Table I. Many other variables were available in the DMDC file but not utilized; for instance, ethnic group, program assigned, waiver status, marital and dependency status.

TABLE 1
VARIABLES USED IN MODELS OF
DELAYED ENTRY PROGRAM ATTRITION

Variable	Variable Abbreviation	Variable Description	Variable Categories	Category Abbreviations
Attrition Status	ATST	Accession to active duty or attrition from DEP.	Accession Attrition	ACCS DATI
Size of DEP	DEPSIZE	Categorical variable for the number in DEP during a given fiscal year.	33,001-40,000 40,001-47,000 47,001-54,000 54,001-61,000	Same
Months in DEP	MDEP	Number of months that the individual spent in DEP or in DEP status prior to accession or recognized attrition. (DEP Status refers to being in DEP pool on official records.)	1 through 12	Same
Quarters in DEP	TDEP	Number of three-month time periods spent in DEP prior to accession or attrition.	1-3 months 4-6 months 7-9 months 10-12 months	1QT 2QT 3QT 4QT
Recruiting Area	AREA	Area in which the Navy Recruiting District is located where the DEP member enlisted.	1, 3, 4, 5, 7 and 8	Same
Age	AGE	Age of the DEP member at the time of DEP entry.	17 18 19 20 21 or older	17 18 19 20 21

TABLE 1 (continued)

Variable	Variable Abbreviation	Variable Description	Variable Categories	Category Abbreviations
Mental Group	MEN	Individual's mental aptitude category based on Armed Services Vocational Aptitude Battery Score.	1 2 3A 3B 4	Same
Consolidated Mental Group	GRPMEN	Individual mental aptitudes based on his ASVAB score grouped in two categories.	Mental Groups 1 and 2 Mental Groups 3A, 3B and 4	UPRMEN LOWMEN
Racial Group	MIN	Self report of race.	Black White	Same
Level of Education	GRDSTA	Level of education at time of DEP entry.	Completion or partial completion of a post-secondary educational program High School diploma Senior in High School No High School diploma	COLLEGE HSDG SENIOR NONGRD

The ethnic group code was missing on most records in the sample so this code could not be used to identify hispanic as a group for attrition analysis. The program codes contained in the records did not match the program codes and descriptions outlined in the NAVCRUICOM manual. Therefore, program groups such as seaman, airman, fireman school guarantee and nuclear power program could not be isolated and analyzed.

C. STATISTICAL PROCESS

The FUNCAT procedure of the Statistical Analysis System (SAS) was used to perform the logistic regression analyses. The FUNCAT procedure ignores an individual's record if there is a missing value indicator for any variable in the model. Therefore, the number of observations varies across models. Maximum likelihood estimation was used to compute regression coefficients for five different models. The dependent variable chosen for all models was DEP attrition status, while the independent variables varied across the models. Table 2 outlines the variables used for each of the models.

TABLE 2

DEPENDENT AND INDEPENDENT VARIABLES FOR EACH MODEL

<u>Model Name</u>	<u>Dependent Variable</u>	<u>Independent Variables</u>			
MOD1	ATST	MIN	MEN	AGE	GDSTA
MOD2	ATST	MEN	AGE	GRDSTA	
MOD3	ATST	MEN	AGE	GRDSTA	TDEP
MOD4	ATST	DEPSIZE	AREA	MODEP	
MOD5	ATST	DEPSIZE	AREA	TDEP	GRPMEN
		AGE	GRDSTA		

IV. RESULTS

Results for Model I, which is based on the personal characteristics, are shown in Tables 3 and 4. The minority group variable (MIN) failed to show a significant relationship to DEP attrition at the .05 level, as shown by the chi-square value for MIN in Table 3. The chi-square values for the remaining variables were all highly significant, ($p < .0001$). The likelihood ratio chi-square statistic divided by its degree of freedom yielded an F value for lack of fit of 2.88.¹ The coefficient of determination between actual and predicted attrition (R^2) for this Model I was .16. Figure 3 presents a frequency bar chart of the residuals for this model. The frequency counts are based on the number of cells in each interval, rather than the number of observations.

In Model II, the minority group variable was dropped, since it failed to make a significant contribution to Model I. Results for Model II are shown in Tables 5 and 6. In this model all the variables show a significant relationship to DEP attrition at the .05 level. The F value for lack of fit for Model II was 2.63. The R^2 for this model was .06.

¹The expected value of this statistic is 1.0 if a model fits the data perfectly.

TABLE 3

CHI-SQUARE TESTS FOR MAIN EFFECTS
PERSONAL CHARACTERISTICS MODEL INCLUDING MIN

MODEL I

<u>Source</u>	<u>df</u>	<u>Chi-square</u>	<u>p</u>
AGE	4	303.10	.0001
GRDSTA	3	533.25	.0001
MIN	1	3.77	.0521
MEN	4	110.78	.0001
Likelihood ratio	173	498.23	.0001

Number of observations = 187,689

Number of cells = 185

Average number of observations per cell = 1,222

TABLE 4

REGRESSION EQUATION FOR THE
PERSONAL CHARACTERISTICS MODEL INCLUDING MIN

Model I

<u>Effect</u>	<u>Parameter</u>	<u>Parameter Estimate²</u>	<u>Chi-square</u>	<u>p</u>
Intercept		2.43	17,336.30	.0001
AGE	17	0.17	80.57	.0001
	18	0.12	62.51	.0001
	19	0.41	5.85	.0156
	20	- 0.05	4.33	.0373
	21+	- 0.65		
GRDSTA	COL	0.09	4.29	.0383
	HSDG	0.25	196.52	.0001
	NONGRD	- 0.04	3.42	.0643
	SENIOR	- 0.30		
MIN	WHITE	0.24	3.77	.0521
MEN	1	- .21	79.38	.0001
	2	- 0.21	1.46	.2274
	3A	0.11	42.17	.0001
	3B	0.05	11.38	.0007
	4	0.26		

²Maximum likelihood procedure is used to estimate the regression coefficient of the logit model. (Grizzle et al, 1969)

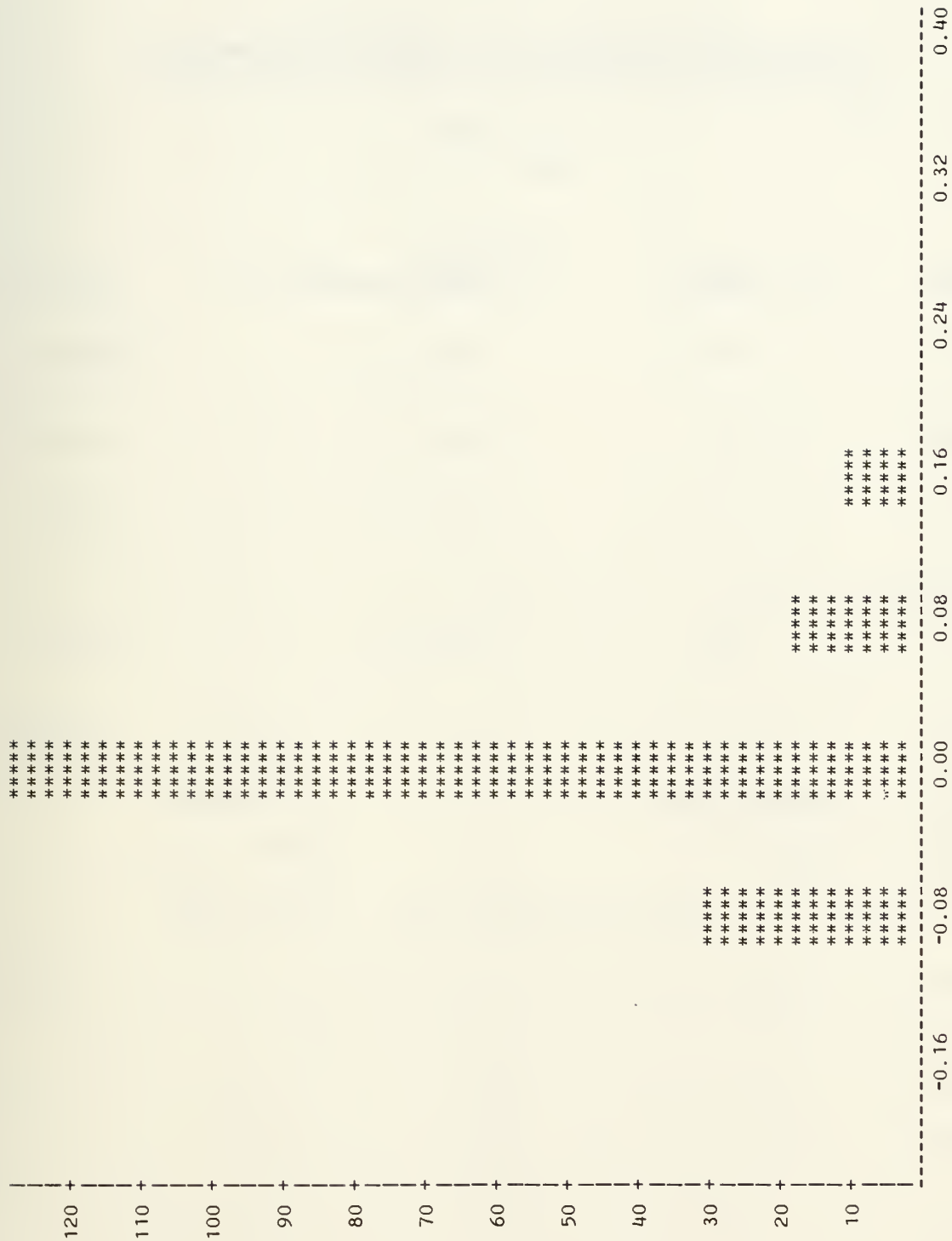


Figure 3
Frequency Bar Chart of Residuals for Model I

TABLE 5

CHI-SQUARE TEST FOR MAIN EFFECTS FOR THE
PERSONAL CHARACTERISTICS MODEL EXCLUDING MIN

MODEL II

<u>Source</u>	<u>df</u>	<u>Chi-square</u>	<u>p</u>
AGE	4	394.96	.0001
GRDSTA	3	362.79	.0001
MEN	4	87.98	.0001
Likelihood ratio	86	226.05	.0001

Number of observations = 194,760

Number of cells = 98

Average number of observations per cell = 1987

TABLE 6

REGRESSION EQUATION FOR THE
PERSONAL CHARACTERISTICS MODEL EXCLUDING MIN

MODEL II

<u>Effect</u>	<u>Parameter</u>	<u>Parameter Estimate</u>	<u>Chi-square</u>	<u>p</u>
Intercept		2.27	18267.5	.0001
AGE	17	0.20	117.49	.0001
	18	0.14	79.12	.0001
	19	0.04	4.59	.0322
	20	- 0.05	4.51	.0337
	21+	- 0.32		
GRDSTA	COL	0.17	15.63	.0001
	HSDG	0.20	126.12	.0001
	NONGRD	- 0.22	107.01	.0001
	SENIOR	- 0.15		
MEN	1	- 0.17	55.75	.0001
	2	- 0.05	8.62	.0033
	3A	0.06	14.72	.0001
	3B	0.05	13.85	.0002
	4	0.11		

Appendix B contains the actual and predicted DEP attrition and the residuals for each cell. The frequency bar chart of the residuals for model II is displayed in Figure 4.

Model III uses the same personal characteristics as Model II except that time in DEP (quarterly) is added for practical use by DEP managers. The results of Model III are shown in Tables 7 and 8. All the variables are still highly significant. The F value for lack of fit for Model III was 1.84. The R^2 for this model was .51. Appendix C contains the actual and predicted DEP attrition and the residual for each cell. Figure 5 contains the frequency bar chart of the residuals for Model III. The negative parameter estimates in this model (see Table 8) identify those parameters that have higher attrition rates. Model III indicates that ages 19, 20 and 21 plus show increasingly higher attrition rates; nongrads have the highest attrition rate in the GRDSTA variable; mental groups one and two have the highest attrition in the MEN variable; and those over seven months in DEP have increasingly higher attrition rates.

Table 9 contains a crosstab analysis of observed attrition percentages in FY 80-81 and FY 82-83 of all the variable categories in Model III. Table 9 is included to further support the negative parameter estimates findings.

Tables 10 and 11 contain the results for the Recruiting System Model, Model IV. All of the variables showed a significant relationship to DEP attrition at the .05 level.

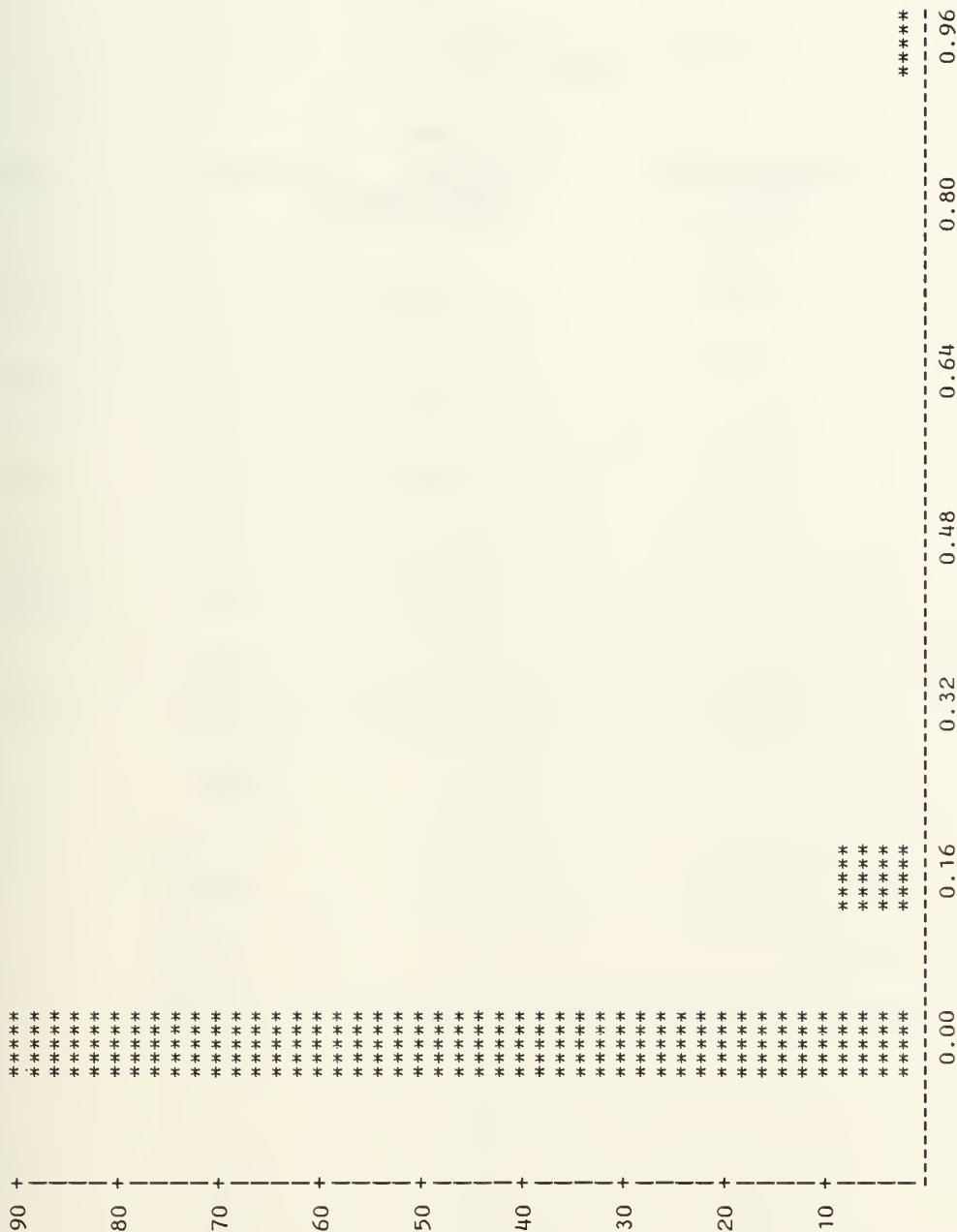


Figure 4
Frequency Bar Chart of Residuals for Model II

TABLE 7

CHI-SQUARE TEST FOR MAIN EFFECTS FOR THE
PERSONAL CHARACTERISTICS MODEL INCLUDING TIME IN DEP

MODEL III

<u>Source</u>	<u>df</u>	<u>Chi-square</u>	<u>p</u>
AGE	4	824.87	.0001
GRDSTA	3	647.14	.0001
MEN	4	191.28	.0001
TDEP	3	8021.98	.0001
Likelihood ratio	359	661.74	.0001

Number of observations = 194760

Number of cells = 374

Average number of observations per cell = 521

TABLE 8
REGRESSION EQUATION FOR THE
PERSONAL CHARACTERISTIC MODEL INCLUDING TIME IN DEP

Model III

<u>Effect</u>	<u>Parameter</u>	<u>Parameter Estimate</u>	<u>Chi-square</u>	<u>p</u>
Intercept		2.17	15523.61	.0001
AGE	17	0.47	580.62	.0001
	18	0.12	61.77	.0001
	19	- 0.05	6.92	.0088
	20	- 0.12	27.54	.0001
	21+	- 0.42		
GRDSTA	COL	0.10	5.8	.0160
	HSDG	0.11	33.72	.0001
	NONGRD	- 0.42	381.44	.0001
	SENIOR	0.21		
MEN	1	- 0.22	92.04	.0001
	2	- 0.07	20.28	.0001
	3A	0.05	9.42	.0021
	3B	0.12	73.88	.0001
	4	0.12		
TDEP	1-3	1.0	4077.16	.0001
	4-6	0.27	320.51	.0001
	7-9	- 0.21	209.82	.0001
	10-12	- 1.06		

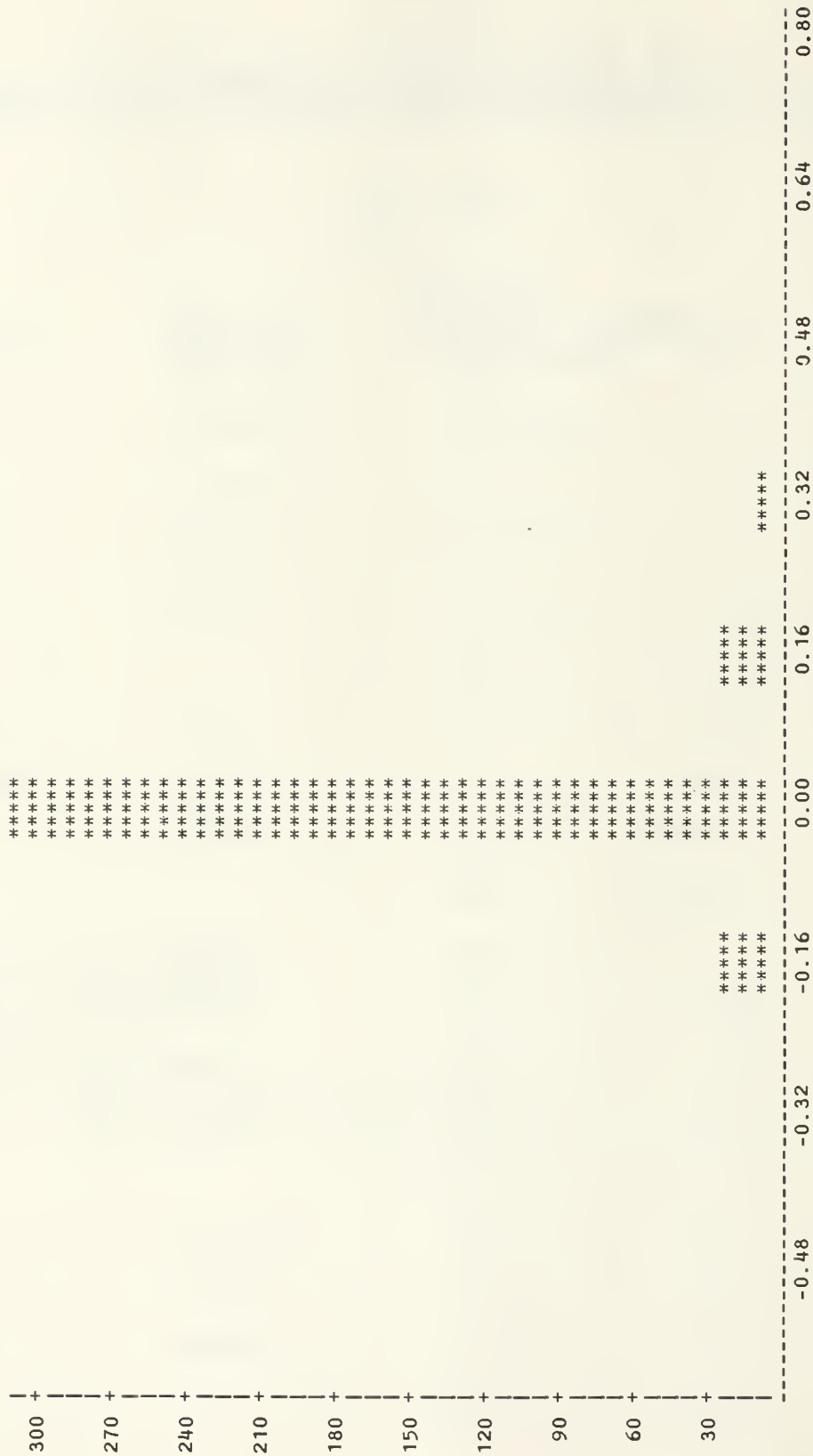


Figure 5
Frequency Bar Chart of Residuals for Model III

TABLE 9
CROSS TABULAR ANALYSIS OF MODEL III VARIABLES

<u>Variable</u>	<u>Variable Category</u>	<u>Observed Attrition Percentages</u>	
		<u>1980-81</u>	<u>1982-83</u>
AGE	17	6.8	10.35
	18	6.36	10.01
	19	6.61	9.47
	20	6.33	10.03
	21+	7.39	12.50
MEN	1	9.33	11.26
	2	6.63	11.55
	3A	6.13	10.39
	3B	6.30	10.04
	4	6.42	9.85
GRDSTA	COL	8.06	10.73
	HSDG	5.58	9.65
	NONGRD	8.05	13.29
	SENIOR	7.11	10.74
TDEP	1-3	3.75	4.11
	4-6	6.85	7.87
	7-9	8.92	10.59
	10-12	16.21	21.65

TABLE 10

CHI-SQUARE TEST FOR MAIN EFFECTS FOR THE
RECRUITING SYSTEM MODEL

MODEL IV

<u>Source</u>	<u>df</u>	<u>Chi-square</u>	<u>p</u>
DEPSIZE	3	391.34	.0001
AREA	5	215.20	.0001
MODEP	11	7797.44	.0001
Likelihood ratio	359	661.74	.0001

Number of observations = 194,220

Number of cells = 288

Average number of observations per cell = 674

TABLE 11

REGRESSION EQUATION FOR THE RECRUITING SYSTEM MODEL I

MODEL IV				
<u>Effects</u>	<u>Parameters</u>	<u>Parameter Estimate</u>	<u>Chi-square</u>	<u>p</u>
Intercept		2.34931	64857.74	.0001
DEPSIZE	33,001-40,000	0.24	173.03	.0001
	40,001-47,000	- 0.04	5.15	.0232
	47,001-54,000	0.04	7.56	.0060
	54,001-61,000	- 0.24		
AREA	1	0.07	16.92	.0001
	3	0.09	24.76	.0001
	4	0.10	35.49	.0001
	5	0.08	14.18	.0002
	7	- 0.11	30.43	.0001
	8	- 0.23		
MODEP	1	1.16	1112.5	.0001
	2	0.85	673.4	.0001
	3	0.61	414.73	.0001
	4	0.35	148.17	.0001
	5	0.20	47.5	.0001
	6	0.05	3.06	.0802
	7	- 0.01	.03	.8547
	8	- 0.12	19.34	.0001
	9	- 0.29	119.91	.0001
	10	- 0.46	294.64	.0001
	11	- 0.75	926.95	.0001
	12	- 1.59		

Table 11 indicated that the variable category seven months in DEP, $p < .8547$ showed a possible zero relationship to predicting attrition. However, most of the variable categories were highly significant, $p < .0001$. As with previous models, Model IV seemed to provide a good fit to the data ($F = 1.84$). Model IV has an R^2 of .89. The response functions, actual and predicted DEP attrition and residuals for each cell, are located in Appendix D. The frequency bar chart of the residuals for Model IV is found in Figure 6. In this model the negative parameter estimates indicate that a DEP size 40,001-47,000 and 54,001-61,000 have higher attrition rates. These two DEP sizes refer to fiscal years 1981 and 1982, respectively. The DEP sizes chosen were a range of DEP sizes for each of the fiscal years studied. Other things could be causing the attrition fluctuation besides DEP size. Also, areas 7 and 8 have higher DEP attrition and as seen in Model III, being in DEP longer than six months usually means increasingly higher attrition rates.

Table 12 contains a crosstab analysis of the observed attrition percentages in FY 80-81 and FY 82-83 of all the variable categories in Model IV. Attrition percentages of the variable MODEP do not start to differ greatly until about six months or greater in DEP after this point, then the differences widen. In both sets of years, attrition increases steadily as time in DEP increases and both show almost a doubling in attrition rate between the eleventh and twelfth month in DEP.

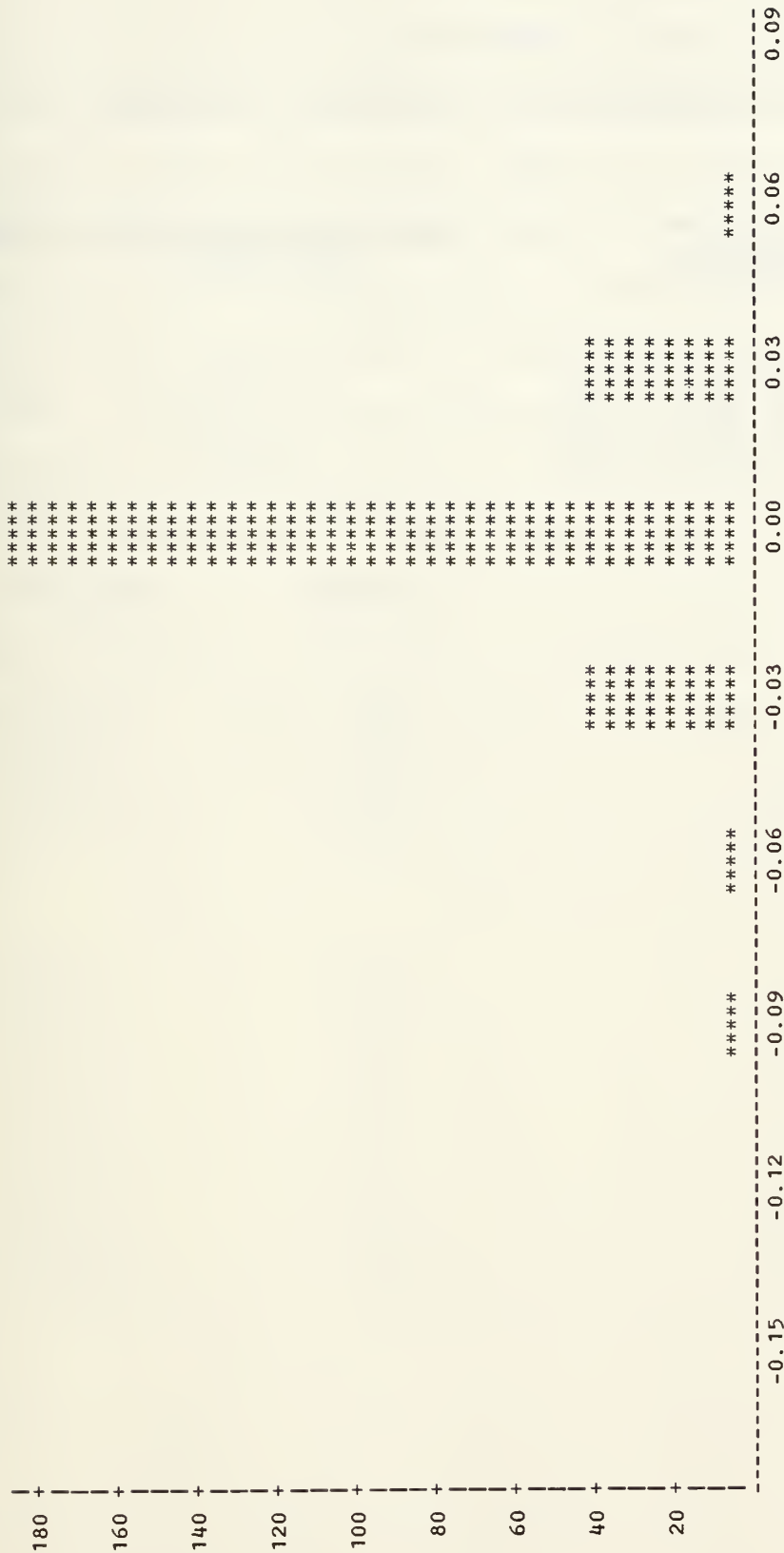


Figure 6
Frequency Bar Chart of Residuals for Model IV

TABLE 12
CROSS TABULAR ANALYSIS OF MODEL IV VARIABLES

<u>Variable</u>	<u>Variable Category</u>	<u>Actual Attrition Percentages</u> <u>1980-1983</u>	
DEPSIZE	33,001-41,000	6.13	
	40,001-47,000	7.08	
	47,001-54,000	11.00	
	54,001-61,000	10.12	
		<u>1980-81</u>	<u>1982-83</u>
AREA	1	6.27	10.24
	3	5.82	10.43
	4	6.61	9.29
	5	6.62	9.78
	7	7.13	11.14
	8	8.44	13.75
MODEP	1	2.89	2.96
	2	4.07	3.96
	3	5.09	5.08
	4	6.31	6.76
	5	6.89	7.91
	6	7.56	9.05
	7	7.58	9.54
	8	9.07	10.29
	9	10.25	11.93
	10	11.68	13.87
	11	12.91	18.25
	12	24.74	35.08

The results for the full model, Model V, are shown in Tables 13 and 14. As with Models II and III, each of the variables showed a significant relationship to DEP attrition at the .05 level or better. Table 14 indicated that the variable categories, Area 1, whose p value is less than .5012, and Area 5, whose p value is less than .0575, show a possible zero relationship to predicting attrition. Almost all the other variable categories show a significant relationship to DEP attrition. The F value for lack of fit was 1.27, indicating an improvement over previous models. The R^2 for Model V was .30. The variable categories with negative parameter estimates this model are consistent with those in other models. The frequency bar chart for residuals for Model V is found in Figure 7.

TABLE 13

CHI-SQUARE TEST FOR MAIN EFFECTS FOR THE FULL MODEL

MODEL V

<u>Source</u>	<u>df</u>	<u>Chi-square</u>	<u>p</u>
DEPSIZE	3	313.06	.0001
TDEP	3	7224.28	.0001
AREA	5	132.26	.0001
AGE	4	777.75	.0001
GRDSTA	3	574.75	.0001
GRPMEN	1	151.98	.0001
Likelihood ratio	3183	4034.63	.0001

Number of observations = 193698

Number of cells = 3103

Average number of observations per cell = 62

TABLE 14
REGRESSION EQUATION FOR THE FULL MODEL

MODEL V				
<u>Effects</u>	<u>Parameter</u>	<u>Parameter Estimate</u>	<u>Chi-square</u>	<u>p</u>
Intercept		2.18	16532.97	.0001
DEPSIZE	33,001-40,000	0.18	89.79	.0001
	40,001-47,000	- 0.07	19.85	.0001
	47,001-54,000	0.10	46.63	.0001
	54,001-61,000	- 0.21		
TDEP	1-3	1.1	3845.75	.0001
	4-6	0.28	345.83	.0001
	7-9	- 0.21	216.22	.0001
	10-12	- 1.17		
AREA	1	0.01	.45	.5012
	3	0.10	34.20	.0001
	4	0.09	29.38	.0001
	5	0.04	3.61	.0575
	7	- 0.08	14.94	.0001
	8	- 0.16		
AGE	17	0.47	558.59	.0001
	18	0.11	54.83	.0001
	19	- 0.06	8.14	.0043
	20	- 0.12	26.19	.0001
	21+	- 0.40		
GRDSTA	COL	0.09	3.85	.0497
	HSGD	0.10	28.07	.0001
	NONGRD	- 0.39	319.30	.0001
	SENIOR	0.20		
GRPMEN	LOWQUAL	0.10	151.98	.0001
	HIQUAL	- 0.10		



Figure 7
Frequency Bar Chart of Residuals for Model V

V. DISCUSSION

Unplanned DEP attrition, besides increasing the possibility of not attaining assigned goal can cause high quality individuals to be placed in less-than-optimal immediate openings, increasing the chance of later attrition at the Recruit Training Center or beyond. If DEP attrition could be predicted through this research and some pre-planning, then the CLASP system could function as it was designed, and only the applicants who wanted to go on active duty immediately would be accessed directly. The others are placed in well suited programs reserved on future dates. As stated before, a certain level of DEP attrition is healthy as some of these individuals would have dropped out anyway at RTC. But perhaps there are a significant number of upper mental group, high school diploma graduates (HSDGs) who drop out of DEP who would have had successful tours in the Navy if their DEP time was shortened somewhat. Much time, effort and other resources go into getting that initial enlistment contract. Attrition of these individuals should be monitored closely and analyzed.

The F value for lack of fit for each of the five models was a small number approaching one. This suggests that all the models had a good fit. All variables except MIN in each of the models showed a significant relationship to DEP attrition. Looking at R^2 as an indication of the model's

worth, Model IV has the highest R^2 , $R^2 = .95$. This high R^2 is probably due to the strong influence of time in DEP. As an enlistee's official time in DEP increases, month by month, attrition risk rises predictably. Model IV is the only model that looks at time in DEP broken down into 12 separate months. Model III and Model V also look at time in DEP, but in these models time in DEP is broken down into only four quarterly categories. In Model III and Model V, their R^2 s were .84 and .74 respectively. Models I and II, which did not include time in DEP, had very low R^2 s ($R^2 = .16$ and $R^2 = .06$ respectively).

The residual plots for each of the five models are found in Figures 3 through 7. These bar charts depict the number of cells in each interval of residual amounts. The residuals are the difference between the actual and predicted attrition rates. The more cells close to the zero interval, the better the model predicts attrition. All the models show a significant number of cells in or close to the zero interval. Models III and V have a string of cells in several of the residual intervals from two tenths to nine tenths away from zero in either direction. This indicates that in several cells in these models, actual and predicted attrition differed from 20 to 90 percent. Some of these large differences can be caused by small cell which can lead to inaccurate predicted attrition rate. Overall, the residual graphs show that the models do a good job of predicting attrition.

The first three models looked at personal characteristics, such as age, graduation status, race, and mental group. The first model looks at the personal characteristics just mentioned. MIN turned out not to be significant in predicting attrition, but the only comparison was between blacks and whites. If ethnic codes were available, then hispanic attrition could have been figured also. There is a chance hispanics may have been significant due to the strong family ties in hispanic families. MIN was dropped from the second model. All the variables in Model II were significant in predicting DEP attrition. The high attrition risk categories in the personal characteristic models were mental groups one and two, non-grads and seniors, and aged 19, 20 and 21 plus individuals. The most interesting results of this study and the ones that differentiate DEP attrition results from other attrition (i.e., 12 months, RTC, etc.) results is that mental groups one and two independent of all other effects are high attrition risks.

In the third model, quarterly time in DEP was added to the variables used in Model II. Model III is the most practical and useful to the recruiting managers. All these variables are known at the time of enlistment into DEP. For instance, if an individual is a 20 year old nongraduate, mental group one who is being put into DEP for seven months, his predicted percent chance of attrition is 23 percent. This is found by looking at Appendix C on page 90 and

locating this particular group of variable categories in one cell and then reading the projected attrition rate for that cell. Each individual in a particular month in DEP can be assigned a projected attrition rate. Then those rates could be averaged to predict the attrition rate for that cohort. This process could be computerized. Also CLASP could be programmed not to accept a high attrition risk set of personal characteristics and time in DEP combinations. For example, an 18 year old, HSDG mental group two DEP member who is put in DEP for 10-12 months has a predicted attrition rate of 23 percent. If CLASP only allowed him to be put in DEP up to six months, his attrition risk would be reduced to seven percent or less.

Model IV looks at DEPSIZE, AREA and also time in DEP, but time in DEP is broken down into 12 months vice four quarters. By being placed in DEP for seven to 12 months, DEP members run a consistently increasing risk of dropping out of DEP. These particular results must be viewed with caution. Actual dropping out of DEP in the later months may not be the only thing being measured here. As explained in previous chapters, motivation exists to slide DEP losses into longer DEP time in the system to avoid a current DEP attrite from being subtracted from contracts enlisted in the current month. New contract goal is hard enough to achieve without having to absorb DEP losses. The maximum amount of time that a DEP member can be moved in the system is to 12 months DEP time. There is evidence that this often occurs, since

attrition percentages double from 11 to 12 months in DEP (see Table 12). Therefore, the consistent increase in DEP attrition, as a function of time in DEP, may only be partially due to actual attrition occurring in those latter months. In this study time in DEP, figured in months, was computed from the final update of that information on each individual in the MEPCOM file. The number of times his DEP date was changed is unknown. The actual figuring of a DEP member's time in DEP was done by taking the difference in months, between the month and year he entered DEP, and the month and year he was projected to or actually went on active duty.

The variable DEPSIZE in Model IV is by definition totally correlated with fiscal year. In each DEPSIZE range is the actual DEPSIZE of each of the four fiscal years studied. Therefore, the two fiscal years with higher predicted attrition rates were 1981 and 1982. Fiscal year was not used as a variable because a range of DEPSIZE could occur again but a fiscal year does not recur. Since this variable is capturing the happenings of a fiscal year beyond just rational DEPSIZE range, many other factors could be affecting its behavior factors, such as the recruiting goal and environment, especially economic conditions nation-wide. Also, this variable would be difficult to use on a district level. Perhaps district level DEPSIZE ranges would be a more useful variable to use for predicting attrition at the district level. But the EPO needs to predict attrition at

the beginning of a fiscal year, when he is making out his adjusted new contract goals. At that time it would be difficult for him to project what his next fiscal year DEPSIZE would be to use it in predicting attrition.

Model IV indicated through negative parameter estimates that areas seven and eight have higher predicted attrition rates than other areas. This may be due to regional economic conditions unique to those areas. The most influential predictor in Model IV is months in DEP.

The results of Model V are consistent with the results of each variable category in the smaller models. High attrition-risk categories include: 1) mental group one and two, which are grouped as one in this model, 2) non-grads 3) aged 18, 19 and 21 plus, (4) those in DEP over 7 months, 5) those entering the Navy in areas seven and eight, and 6) those coming in during a fiscal year whose DEPSIZE was in the range of 47,000-54,000, and 54,000-61,000. Each high risk factor in Model V is also depicted as a high risk factor in the other models. However, this model is awkward to use to predict attrition because of the DEPSIZE variable for reasons previously explained concerning Model IV.

Predicting and understanding the variables that indicate a higher attrition risk could be useful to recruiting managers. High DEP-attrition-risk applicants, such as those in mental groups one and two, non-grads and aged 19, 20 and 21 plus could be placed in DEP only very short intervals to reduce DEP attrition. Although seniors are indicated as a

DEP attrition risk, they usually need to be placed in DEP some times over three months, awaiting graduation. Recruiting seniors in the late spring for short DEP times would not gain enough in reduced DEP attrition to offset the senior market share that would be lost to pre-arranged-post-high school-civilian jobs and to other services recruiting earlier in the year.

The EPO could figure his expected monthly DEP attrition by determining the composition of the personal characteristics and time in DEP of each DEP member in a particular future month and then using Appendix C or a computer program to figure projected DEP attrition for that month. For example, the EPO has 60 DEP members due to ship in June, whose characteristics are as follows: 1) thirty of them were seniors, mental group 2, aged 18 and they all have been in DEP seven to nine months; 2) twenty of them were HSDG, mental group 3A, aged 19 and they have been in DEP four months to six months; and 3) ten of them were non-high school diploma graduates, mental group 3B, aged 20 and have been in DEP from four to six months. In a real situation, each individual would probably have a separate set of characteristics and thus each would have an individual attrition probability. But for this example, the predicted DEP attrition rate for group one, the seniors, using Appendix C page 81, is ten percent. Group two's predicted DEP attrition rate is seven percent and the predicted DEP attrition rate for the non-grads, group three, is twelve percent. The averaged

attrition rate for the entire group is 9.35 percent. At this attrition rate, the EPO would have to plan to replace about six of the 60 June DEP members by their shipping date. If DEP attrition could be predicted for three succeeding months, then the monthly DEP pool could be padded accurately so there would be no unplanned DEP losses. Therefore, only an ideal number of direct shippers would be required in any given month.

In general, the results of this study should prove useful in controlling the costs of DEP attrition by identifying attrition risk factors and improving DEP management by aiding in predicting DEP attrition rates.

APPENDIX A

DEP ATTRITION BY NRD, FISCAL YEARS AND INDIVIDUAL QUALITY VARIABLES

Table A-1

NRD DEP Attrition Rates by Fiscal Years 1980-81 and 1982-83

<u>NRD</u>	<u>1980-1981 Attrition Rates</u>	<u>1982-1983 Attrition-Rates</u>
Albany, NY	6.41	10.07
Boston, MA	6.31	10.49
Buffalo, NY	6.51	10.81
New York, NY	6.62	12.20
Harrisburg, PA	5.52	8.32
Louisville, KY	6.73	9.47
Richmond, VA	5.99	8.99
Washington, DC	6.84	9.57
Montgomery, AL	7.04	9.25
Columbia, SC	5.01	11.00
Jacksonville, FL	4.99	9.55
Atlanta, GA	4.58	10.10
Nashville, TN	7.11	10.65
Raleigh, NC	6.24	12.23
Cleveland, OH	5.80	9.08
Columbus, OH	6.61	8.69
Philadelphia, PA	5.12	11.29
Pittsburg, PA	6.23	7.41
Chicago, IL	8.59	11.67
Michigan	8.59	10.30
Indianapolis, IN	5.64	9.67
St. Louis, MO	7.82	10.26
Denver, CO	6.09	10.03
Kansas City, MO	6.51	10.54
Minneapolis, MN	5.77	7.43
Omaha, NE	5.49	11.62
Albuquerque, NM	7.56	10.88
Dallas, TX	7.53	10.72
Houston, TX	6.35	12.84
Little Rock AR	6.97	12.45
New Orleans, LA	6.97	10.28
Los Angeles, CA	8.02	18.06
Portland, OR	7.09	12.38
San Francisco, CA	10.38	15.79
Seattle, WA	6.45	10.91
San Diego, CA	6.84	11.32
San Antonio, TX	8.46	11.99
Memphis, TN	6.63	9.83
Miami, FL	5.84	11.33
Milwaukee, WI	5.14	7.50
New Jersey	7.88	10.84

Table A-2

DEP Attrition and Size of DEP by Fiscal Year

	<u>DEP Attrition</u>	<u>DEP Size</u>
1980	6.13	34,894
1981	7.08	46,116
1982	10.12	59,312
1983	11.00	53,963

Table A-3

Quality of DEP Attrition and DEPSIZE
by
Fiscal Years 1980-1981 and 1982-1983

	<u>1980-1981</u>		
	<u>Attrition Percent</u>	<u>DEPSIZE</u>	<u>Percent DEPSIZE</u>
High Qual	75.63	38,397	79.98
Low Qual	24.37	9,614	20.02
	<u>1982-1983</u>		
High Qual	84.32	50,587	87.25
Low Qual	15.68	7,392	12.75

APPENDIX B

ACTUAL AND PREDICTED ATTRITION AND RESIDUALS FOR EACH CELL OF MODEL II

SAMPLE	AGE	GRDSTA	MEN	RESPONSE	ACTUAL	PREDICTED	RESIDUAL
				PROB			
2	17	COL	3A	1	0.00000	0.93071	-0.93071
				PROB	1.00000	0.06929	0.93071
				PROB	1.79176	2.71189	-0.920131
				PROB	1.00000	0.93772	0.06228
3	17	COL	3B	2	0.00000	0.06228	-0.06228
				PROB	1.60944	2.6999	-1.09046
				PROB	0.83333	0.93702	-0.10369
				PROB	0.16667	0.06298	0.10369
4	17	HSDG	1	1	3.0061	2.5092	0.496894
				PROB	0.95285	0.92478	0.02806
				PROB	0.04715	0.07522	-0.02806
5	17	HSDG	2	2	2.68907	2.62919	0.059878
				PROB	0.93638	0.93272	0.00366
				PROB	0.06362	0.06728	-0.00366
6	17	HSDG	3A	1	2.84848	2.74341	0.105067
				PROB	0.94524	0.93954	0.00570
				PROB	0.05476	0.06046	-0.00570
7	17	HSDG	3B	2	2.77528	2.73142	0.0438559
				PROB	0.94133	0.93886	0.00247
				PROB	0.05867	0.06114	-0.00247
8	17	HSDG	4	1	2.87168	2.775	0.096678
				PROB	0.94643	0.94131	0.00512
				PROB	0.05357	0.05869	-0.00512
9	17	NONGRD	1	2	1.35403	2.09562	-0.74159
				PROB	0.79479	0.89048	-0.09569
				PROB	0.20521	0.10952	0.09569
10	17	NONGRD	2	2	2.35235	2.21561	0.136734
				PROB	0.91312	0.90164	0.01148
				PROB	0.08688	0.09836	-0.01148
11	17	NONGRD	3A	1	2.5273	2.32984	0.197463
				PROB	0.92603	0.91132	0.01472
				PROB	0.07397	0.08868	-0.01472
12	17	NONGRD	3B	2	2.45033	2.31785	0.132487
				PROB	0.92059	0.91034	0.01024
				PROB	0.07941	0.08966	-0.01024
13	17	NONGRD	4	2	1.88569	2.36142	-0.475733
				PROB	0.86826	0.91384	-0.04557

SAMPLE	DESIGN		RESPONSE	RESPONSE FUNCTION		
	AGE	GRDSTA	MEN	ACTUAL	PREDICTED	RESIDUAL
29	18	NONGRD	1	0.93708	0.93775	-0.00067
				0.06292	0.06225	0.00067
30	18	NONGRD	2	1.55748	2.03287	-0.47539
				0.82599	0.88421	-0.05821
31	18	NONGRD	3A	0.17401	0.11579	0.05821
				2.1133	2.15286	-0.0395606
32	18	NONGRD	3B	0.89219	0.89594	-0.00375
				0.10781	0.10406	0.00375
33	18	NONGRD	4	2.20972	2.26708	-0.0573653
				0.90112	0.90611	-0.00500
34	18	NONGRD	3B	0.09888	0.09389	0.00500
				2.23922	2.25509	-0.0158676
35	18	NONGRD	4	0.90372	0.90509	-0.00137
				0.09628	0.09491	0.00137
36	18	NONGRD	3A	2.41866	2.29867	0.119989
				0.91824	0.90877	0.00947
37	18	NONGRD	3B	0.08176	0.09123	-0.00947
				2.07981	2.09306	-0.0132503
38	18	NONGRD	4	0.88893	0.89023	-0.00130
				0.11107	0.10977	0.00130
39	18	NONGRD	3A	2.20725	2.21305	-0.00580388
				0.90090	0.90142	-0.00052
40	18	NONGRD	3B	0.09910	0.09858	0.00052
				2.38802	2.32727	0.0607507
41	18	NONGRD	4	0.91591	0.91111	0.00480
				0.08409	0.08889	-0.00480
42	18	NONGRD	3A	2.43353	2.31528	0.11825
				0.91935	0.91013	0.00921
43	18	NONGRD	3B	0.08065	0.08987	-0.00921
				2.32604	2.35886	-0.0328242
44	18	NONGRD	4	0.91101	0.91364	-0.00263
				0.08899	0.08636	0.00263
45	18	NONGRD	3A	2.30259	2.31752	-0.0149361
				1.00000	0.91032	0.08968
46	18	NONGRD	3B	0.00000	0.08968	-0.08968
				2.3979	2.43751	-0.0396145
47	18	NONGRD	4	0.91667	0.91964	-0.00298
				0.08333	0.08036	0.00298
48	18	NONGRD	3A	3.2581	2.55173	0.706363
				0.96296	0.92769	0.03527
49	18	NONGRD	3B	0.03704	0.07231	-0.03527
				2.31025	2.53974	-0.229495
50	18	NONGRD	4	0.90972	0.92688	-0.01716
				0.09028	0.07312	0.01716

DESIGN				RESPONSE FUNCTION			RESPONSE	RESPONSE FUNCTION		
SAMPLE	AGE	GRDSTA	MEN	ACTUAL	PREDICTED	RESIDUAL		ACTUAL	PREDICTED	RESIDUAL
43	19	COL	4	1.83258	2.58332	-0.75074	1	1.83258	2.58332	-0.75074
				0.86207	0.92978	-0.06771	PROB	0.86207	0.92978	-0.06771
44	19	HSDG	1	0.13793	0.07022	0.06771	PROB	0.13793	0.07022	0.06771
				2.47714	2.34904	0.1281	1	2.47714	2.34904	0.1281
45	19	HSDG	2	0.92252	0.91286	0.00967	PROB	0.92252	0.91286	0.00967
				0.07748	0.08714	-0.00967	PROB	0.07748	0.08714	-0.00967
				2.46763	2.46903	-.00140053	1	2.46763	2.46903	-.00140053
46	19	HSDG	3A	0.92184	0.92194	-0.00010	PROB	0.92184	0.92194	-0.00010
				0.07816	0.07806	0.00010	PROB	0.07816	0.07806	0.00010
				2.56202	2.58326	-0.0212357	1	2.56202	2.58326	-0.0212357
47	19	HSDG	3B	0.92838	0.92978	-0.00140	PROB	0.92838	0.92978	-0.00140
				0.07162	0.07022	0.00140	PROB	0.07162	0.07022	0.00140
				2.57211	2.57127	.000847694	1	2.57211	2.57127	.000847694
48	19	HSDG	4	0.92905	0.92899	0.00006	PROB	0.92905	0.92899	0.00006
				0.07095	0.07101	-0.00006	PROB	0.07095	0.07101	-0.00006
				2.78617	2.61484	0.171323	1	2.78617	2.61484	0.171323
49	19	NONGRD	1	0.94192	0.93181	0.01011	PROB	0.94192	0.93181	0.01011
				0.05808	0.06819	-0.01011	PROB	0.05808	0.06819	-0.01011
				1.2102	1.93547	-0.725263	1	1.2102	1.93547	-0.725263
50	19	NONGRD	2	0.77033	0.87385	-0.10352	PROB	0.77033	0.87385	-0.10352
				0.22967	0.12615	0.10352	PROB	0.22967	0.12615	0.10352
51	19	NONGRD	3A	2.07596	2.05546	0.020508	1	2.07596	2.05546	0.020508
				0.88854	0.88650	0.00205	PROB	0.88854	0.88650	0.00205
				0.11146	0.11350	-0.00205	PROB	0.11146	0.11350	-0.00205
				2.18066	2.16968	0.0109836	1	2.18066	2.16968	0.0109836
52	19	NONGRD	3B	0.89850	0.89749	0.00101	PROB	0.89850	0.89749	0.00101
				0.10150	0.10251	-0.00101	PROB	0.10150	0.10251	-0.00101
				1.91324	2.15769	-0.244449	1	1.91324	2.15769	-0.244449
53	19	NONGRD	4	0.87138	0.89639	-0.02500	PROB	0.87138	0.89639	-0.02500
				0.12862	0.10361	0.02500	PROB	0.12862	0.10361	0.02500
				2.89037	2.20127	0.689105	1	2.89037	2.20127	0.689105
54	19	SENIOR	1	0.94737	0.90036	0.04701	PROB	0.94737	0.90036	0.04701
				0.05263	0.09964	-0.04701	PROB	0.05263	0.09964	-0.04701
				2.12276	1.99566	0.127101	1	2.12276	1.99566	0.127101
55	19	SENIOR	2	0.89310	0.88034	0.01276	PROB	0.89310	0.88034	0.01276
				0.10690	0.11966	-0.01276	PROB	0.10690	0.11966	-0.01276
				2.18938	2.11565	0.0737336	1	2.18938	2.11565	0.0737336
56	19	SENIOR	3A	0.89929	0.89241	0.00688	PROB	0.89929	0.89241	0.00688
				0.10071	0.10759	-0.00688	PROB	0.10071	0.10759	-0.00688
				2.26646	2.22987	0.0365844	1	2.26646	2.22987	0.0365844
57	19	SENIOR	3B	0.90606	0.90290	0.00316	PROB	0.90606	0.90290	0.00316
				0.09394	0.09710	-0.00316	PROB	0.09394	0.09710	-0.00316
				2.26665	2.21788	0.0487719	1	2.26665	2.21788	0.0487719
				0.90608	0.90184	0.00423	PROB	0.90608	0.90184	0.00423

SAMPLE	DESIGN			RESPONSE	RESPONSE FUNCTION			
	AGE	GRDSTA	MEN		ACTUAL	PREDICTED	RESIDUAL	
58	19	SENIOR	4	PROB	2	0.09392	0.09816	-0.00423
				1	2.66259	2.26146	0.401128	
				PROB	1	0.93478	0.90563	0.02915
				PROB	2	0.06522	0.09437	-0.02915
59	20	COL	1	PROB	1	1.20397	2.22764	-1.02367
				PROB	2	0.76923	0.90270	-0.13347
60	20	COL	2	PROB	2	0.23077	0.09730	0.13347
				1	1.90954	2.34763	-0.438087	
				PROB	1	0.87097	0.91275	-0.04178
				PROB	2	0.12903	0.08725	0.04178
61	20	COL	3A	PROB	1	3.06805	2.46185	0.606199
				PROB	1	0.95556	0.92142	0.03413
62	20	COL	3B	PROB	2	0.04444	0.07858	-0.03413
				1	2.66113	2.44986	0.21127	
				PROB	1	0.93469	0.92055	0.01414
				PROB	2	0.06531	0.07945	-0.01414
63	20	COL	4	PROB	1	2.66259	2.49344	0.169146
				PROB	1	0.93478	0.92368	0.01110
64	20	HSDG	1	PROB	2	0.06522	0.07632	-0.01110
				1	2.47	2.25916	0.210834	
				PROB	1	0.92201	0.90544	0.01657
				PROB	2	0.07799	0.09456	-0.01657
65	20	HSDG	2	PROB	1	2.34113	2.37915	-0.0380208
				PROB	1	0.91223	0.91522	-0.00300
66	20	HSDG	3A	PROB	2	0.08777	0.08478	0.00300
				1	2.31059	2.49338	-0.182792	
67	20	HSDG	3B	PROB	1	0.90975	0.92368	-0.01393
				PROB	2	0.09025	0.07632	0.01393
				PROB	1	2.49499	2.48139	0.0136021
				PROB	2	0.92379	0.92283	0.00096
68	20	HSDG	4	PROB	2	0.07621	0.07717	-0.00096
				1	2.55108	2.52496	0.0261115	
				PROB	1	0.92765	0.92587	0.00177
				PROB	2	0.07235	0.07413	-0.00177
69	20	NONGRD	1	PROB	1	1.62746	1.84559	-0.218131
				PROB	1	0.83582	0.86361	-0.02779
70	20	NONGRD	2	PROB	2	0.16418	0.13639	0.02779
				PROB	1	1.98047	1.96558	0.0148953
				PROB	1	0.87873	0.87714	0.00160
				PROB	2	0.12127	0.12286	-0.00160
71	20	NONGRD	3A	PROB	1	2.26868	2.0798	0.188884
				PROB	2	0.90625	0.88892	0.01733
72	20	NONGRD	3B	PROB	1	0.09375	0.11108	-0.01733
				PROB	2	2.10936	2.06781	0.0415543

SAMPLE	DESIGN			RESPONSE	RESPONSE FUNCTION		
	AGE	GRDSTA	MEN		ACTUAL	PREDICTED	RESIDUAL
73	20	NONGRD	4	PROB 1	0.89181	0.88773	0.00408
				PROB 2	0.10819	0.11227	-0.00408
74	20	SENIOR	1	PROB 1	3.98898	2.11139	1.8776
				PROB 2	0.98182	0.89201	0.08981
75	20	SENIOR	2	PROB 1	0.01818	0.10799	-0.08981
				PROB 2	2.02595	1.90578	0.120173
76	20	SENIOR	3A	PROB 1	0.88350	0.87054	0.01295
				PROB 2	0.11650	0.12946	-0.01295
77	20	SENIOR	3B	PROB 1	2.45674	2.02577	0.430968
				PROB 2	0.92105	0.88348	0.03758
79	21	COL	1	PROB 1	0.07895	0.11652	-0.03758
				PROB 2	1.57819	2.13999	-0.561807
81	21	COL	3A	PROB 1	0.82895	0.89473	-0.06578
				PROB 2	0.17105	0.10527	0.06578
83	21	COL	4	PROB 1	1.63142	2.1128	-0.496585
				PROB 2	0.16364	0.10640	0.05723
85	21	HSDG	2	PROB 1	1.00000	0.89767	0.10233
				PROB 2	2.43142	1.9508	0.480614
87	21	HSDG	3B	PROB 1	0.08081	0.12447	-0.04366
				PROB 2	0.90741	0.88803	0.01938
89	21	NONGRD	1	PROB 1	2.1496	2.18502	-0.03542
				PROB 2	0.10437	0.10110	0.00326
91	21	NONGRD	3A	PROB 1	0.89931	0.89780	0.00151
				PROB 2	2.07596	2.2166	-0.140641
93	21	NONGRD	4	PROB 1	0.11146	0.09827	0.01319
				PROB 2	0.90625	0.87893	0.02732
	21	HSDG	2	PROB 1	2.12846	2.10232	0.0261453
				PROB 2	0.10636	0.10887	-0.00251
	21	HSDG	3B	PROB 1	0.89617	0.90172	-0.00556
				PROB 2	2.16283	2.20455	-0.0417183
	21	NONGRD	1	PROB 1	0.10314	0.09934	0.00380
				PROB 2	0.90778	0.90449	0.00330
	21	NONGRD	3A	PROB 1	1.09861	1.56875	-0.470137
				PROB 2	0.25000	0.17239	0.07761
	21	NONGRD	4	PROB 1	0.83918	0.84406	-0.00488
				PROB 2	1.98627	1.80296	0.183307
	21	NONGRD	4	PROB 1	0.12065	0.14149	-0.02084
				PROB 2	0.85471	0.85705	-0.00233
	21	NONGRD	4	PROB 1	1.9157	1.83455	0.0811467
				PROB 2	0.12834	0.13770	-0.00935
	21	NONGRD	4	PROB 1	0.71429	0.83602	-0.12174
				PROB 2	0.08333	0.13434	-0.05100

APPENDIX C

ACTUAL AND PREDICTED ATTRITION AND RESIDUALS

FOR EACH CELL OF MODEL III

SAMPLE	AGE	GRDSTA	MEN	TDEP	RESPONSE	ACTUAL	PREDICTED	RESIDUAL
1	17	COL	2	3QT	1 PROB	-0.693147	2.46559	-3.15874
					1 PROB	0.00000	0.92169	-0.92169
2	17	COL	3A	2QT	2 PROB	1.00000	0.07831	0.92169
					1 PROB	1.38629	3.07253	-1.68624
3	17	COL	3A	3QT	1 PROB	1.00000	0.95575	0.04425
					2 PROB	0.00000	0.04425	-0.04425
					1 PROB	0.693147	2.59601	-1.90287
					1 PROB	1.00000	0.93060	0.06940
4	17	COL	3B	2QT	2 PROB	0.00000	0.06940	-0.06940
					1 PROB	1.38629	3.1465	-1.76021
					1 PROB	1.00000	0.95877	0.04123
5	17	COL	3B	3QT	2 PROB	0.00000	0.04123	-0.04123
					1 PROB	1.38629	2.66998	-1.28369
					1 PROB	1.00000	0.93523	0.06477
					2 PROB	0.00000	0.06477	-0.06477
6	17	COL	3B	4QT	1 PROB	0	1.72997	-1.72997
					1 PROB	0.50000	0.84941	-0.34941
					2 PROB	0.50000	0.15059	0.34941
7	17	HSDG	1	1QT	1 PROB	3.63759	3.61333	0.0242544
					1 PROB	0.97436	0.97375	0.00061
8	17	HSDG	1	2QT	2 PROB	0.02564	0.02625	-0.00061
					1 PROB	3.28341	2.79718	0.486233
					1 PROB	0.96386	0.94252	0.02133
9	17	HSDG	1	3QT	2 PROB	0.03614	0.05748	-0.02133
					1 PROB	3.00568	2.32066	0.685023
					1 PROB	0.95283	0.91057	0.04226
10	17	HSDG	1	4QT	2 PROB	0.04717	0.08943	-0.04226
					1 PROB	1.44692	1.38065	0.0662687
					1 PROB	0.80952	0.79910	0.01043
11	17	HSDG	2	1QT	2 PROB	0.19048	0.20090	-0.01043
					1 PROB	4.01338	3.75938	0.254
					1 PROB	0.98225	0.97723	0.00502
12	17	HSDG	2	2QT	2 PROB	0.01775	0.02277	-0.00502
					1 PROB	2.98231	2.94322	0.0390844
					1 PROB	0.95177	0.94994	0.00183
					2 PROB	0.04823	0.05006	-0.00183

SAMPLE	DESIGN		MEN	TDEP	RESPONSE	RESPONSE FUNCTION		
	AGE	GRDSTA				ACTUAL	PREDICTED	RESIDUAL
13	17	HSDG	2	3QT	1 PROB	2.08866	2.4667	-0.378045
					1 PROB	0.88980	0.92177	-0.03198
14	17	HSDG	2	4QT	2 PROB	0.11020	0.07823	0.03198
					1 PROB	1.61682	1.52669	0.0901241
15	17	HSDG	3A	1QT	1 PROB	0.83436	0.82152	-0.01283
					2 PROB	0.16564	0.17848	-0.01283
16	17	HSDG	3A	2QT	1 PROB	4.08177	3.88979	0.191972
					1 PROB	0.98340	0.97996	0.00344
					2 PROB	0.01660	0.02004	-0.00344
17	17	HSDG	3A	3QT	1 PROB	3.2581	3.07364	0.184454
					1 PROB	0.96296	0.95579	0.00717
					2 PROB	0.03704	0.04421	-0.00717
18	17	HSDG	3A	4QT	1 PROB	2.5066	2.59712	-0.0905217
					1 PROB	0.92460	0.93068	-0.00607
					2 PROB	0.07540	0.06932	0.00607
19	17	HSDG	3B	1QT	1 PROB	1.56398	1.65711	-0.0931364
					1 PROB	0.82692	0.83985	-0.01293
					2 PROB	0.17308	0.16015	0.01293
20	17	HSDG	3B	2QT	1 PROB	3.9542	3.96376	-0.00956371
					1 PROB	0.98119	0.98136	-0.00018
					2 PROB	0.01881	0.01864	0.00018
21	17	HSDG	3B	3QT	1 PROB	3.14169	3.14761	-0.00592485
					1 PROB	0.95858	0.95881	-0.00023
					2 PROB	0.04142	0.04119	0.00023
22	17	HSDG	3B	4QT	1 PROB	2.60037	2.67109	-0.0707171
					1 PROB	0.93089	0.93530	-0.00441
					2 PROB	0.06911	0.06470	0.00441
23	17	HSDG	4	1QT	1 PROB	1.67147	1.73108	-0.0596068
					1 PROB	0.84177	0.84955	-0.00778
					2 PROB	0.15823	0.15045	0.00778
24	17	HSDG	4	2QT	1 PROB	3.86073	3.95299	-0.0922587
					1 PROB	0.97938	0.98116	-0.00178
					2 PROB	0.02062	0.01884	0.00178
25	17	HSDG	4	3QT	1 PROB	3.27714	3.13684	0.140307
					1 PROB	0.96364	0.95839	0.00525
					2 PROB	0.03636	0.04161	-0.00525
26	17	HSDG	4	4QT	1 PROB	3.68888	2.66032	1.02856
					1 PROB	0.97561	0.93464	0.04097
					2 PROB	0.02439	0.06536	-0.04097
27	17	NONGRD	1	1QT	1 PROB	1.23214	1.72031	-0.488163
					1 PROB	0.77419	0.84817	-0.07397
					2 PROB	0.22581	0.15183	0.07397
					1 PROB	2.16905	3.08578	-0.916724
					1 PROB	0.89744	0.95630	-0.05887

SAMPLE	DESIGN		TDEP	RESPONSE	RESPONSE FUNCTION		
	AGE	GRDSTA	MEN		ACTUAL	PREDICTED	RESIDUAL
28	17	NONGRD	1	2QT	0.10256	0.04370	0.05887
				PROB	1.72277	2.26963	-0.546861
				PROB	0.84848	0.90633	-0.05785
29	17	NONGRD	1	3QT	0.15152	0.09367	0.05785
				PROB	1.3622	1.79311	-0.430909
				PROB	0.79612	0.85731	-0.06119
30	17	NONGRD	1	4QT	0.20388	0.14269	0.06119
				PROB	0.930475	0.853096	0.0773791
				PROB	0.71717	0.70122	0.01596
31	17	NONGRD	2	1QT	0.28283	0.29878	-0.01596
				PROB	3.02678	3.23182	-0.205038
				PROB	0.95377	0.96201	-0.00824
32	17	NONGRD	2	2QT	0.04623	0.03799	0.00824
				PROB	2.34455	2.41567	-0.0711216
				PROB	0.91250	0.91801	-0.00551
33	17	NONGRD	2	3QT	0.08750	0.08199	0.00551
				PROB	2.0336	1.93915	0.09446
				PROB	0.88428	0.87426	0.01002
34	17	NONGRD	2	4QT	0.11572	0.12574	-0.01002
				PROB	1.40534	0.99914	0.406203
				PROB	0.80303	0.73089	0.07214
35	17	NONGRD	3A	1QT	0.19697	0.26911	-0.07214
				PROB	3.0855	3.36224	-0.276741
				PROB	0.95629	0.96650	-0.01021
36	17	NONGRD	3A	2QT	0.04371	0.03350	0.01021
				PROB	2.29873	2.54609	-0.247357
				PROB	0.90877	0.92731	-0.01854
37	17	NONGRD	3A	3QT	0.09123	0.07269	0.01854
				PROB	2.05964	2.06957	-0.0092826
				PROB	0.88692	0.88791	-0.00099
38	17	NONGRD	3A	4QT	0.11308	0.11209	0.00099
				PROB	1.84785	1.12956	0.718291
				PROB	0.86387	0.75576	0.10812
39	17	NONGRD	3B	1QT	0.13613	0.24424	-0.10812
				PROB	3.16618	3.43621	-0.27003
				PROB	0.95954	0.96882	-0.00928
40	17	NONGRD	3B	2QT	0.04046	0.03118	0.00928
				PROB	2.54999	2.62006	-0.0700638
				PROB	0.92757	0.93214	-0.00457
41	17	NONGRD	3B	3QT	0.07243	0.06786	0.00457
				PROB	2.30434	2.14354	0.160803
				PROB	0.90924	0.89506	0.01417
42	17	NONGRD	3B	4QT	0.09076	0.10494	-0.01417
				PROB	1.61865	1.20353	0.415128

SAMPLE	DESIGN			TDEP	RESPONSE	RESPONSE FUNCTION		
	AGE	GRDSTA	MEN			ACTUAL	PREDICTED	RESIDUAL
43	17	NONGRD	4	1QT	PROB 1	0.83461	0.76915	0.06546
					PROB 2	0.16539	0.23085	-0.06546
44	17	NONGRD	4	2QT	PROB 1	4.40672	3.42543	0.981285
					PROB 2	1.00000	0.96849	0.03151
45	17	NONGRD	4	3QT	PROB 1	0.00000	0.03151	-0.03151
					PROB 2	2.07944	2.60928	-0.529842
46	17	NONGRD	4	4QT	PROB 1	0.88889	0.93146	-0.04257
					PROB 2	0.11111	0.06854	0.04257
47	17	NONGRD	4	1QT	PROB 1	2.83321	2.13276	0.700451
					PROB 2	0.94444	0.89405	0.05040
48	17	NONGRD	4	2QT	PROB 1	0.05556	0.10595	-0.05040
					PROB 2	0.693147	1.19275	-0.499606
49	17	NONGRD	4	3QT	PROB 1	0.66667	0.76723	-0.10057
					PROB 2	0.33333	0.23277	0.10057
50	17	NONGRD	4	4QT	PROB 1	3.157	3.71388	-0.556879
					PROB 2	0.95918	0.97620	-0.01701
51	17	NONGRD	4	1QT	PROB 1	0.04082	0.02380	0.01701
					PROB 2	2.63701	2.89773	-0.260715
52	17	NONGRD	4	2QT	PROB 1	0.93321	0.94773	-0.01453
					PROB 2	0.06679	0.05227	0.01453
53	17	NONGRD	4	3QT	PROB 1	1.99276	2.42121	-0.428446
					PROB 2	0.88004	0.91843	-0.03840
54	17	NONGRD	4	4QT	PROB 1	0.11996	0.08157	0.03840
					PROB 2	1.38795	1.4812	-0.0932497
55	17	NONGRD	4	1QT	PROB 1	0.80026	0.81475	-0.01449
					PROB 2	0.19974	0.18525	0.01449
56	17	NONGRD	4	2QT	PROB 1	3.3751	3.85992	-0.484821
					PROB 2	0.96692	0.97937	-0.01245
57	17	NONGRD	4	3QT	PROB 1	0.03308	0.02063	0.01245
					PROB 2	2.79452	3.04377	-0.249249
58	17	NONGRD	4	4QT	PROB 1	0.94238	0.95451	-0.01213
					PROB 2	0.05762	0.04549	0.01213
59	17	NONGRD	4	1QT	PROB 1	2.69972	2.56725	0.132471
					PROB 2	0.93701	0.92872	0.00829
60	17	NONGRD	4	2QT	PROB 1	0.06299	0.07128	-0.00829
					PROB 2	1.62037	1.62724	-0.00687497
61	17	NONGRD	4	3QT	PROB 1	0.83485	0.83579	-0.00095
					PROB 2	0.16515	0.16421	0.00095
62	17	NONGRD	4	4QT	PROB 1	4.02386	3.99034	0.033521
					PROB 2	0.98243	0.98184	0.00059
63	17	NONGRD	4	1QT	PROB 1	0.01757	0.01816	-0.00059
					PROB 2	3.09933	3.17419	-0.0748602
64	17	NONGRD	4	2QT	PROB 1	0.95687	0.95985	-0.00299
					PROB 2	0.04313	0.04015	0.00299

SAMPLE	DESIGN		MEN	TDEP	RESPONSE	RESPONSE FUNCTION		
	AGE	GRDSTA				ACTUAL	PREDICTED	RESIDUAL
57	17	SENIOR	3A	3QT	1 PROB	2.66199 0.93475	2.69767 0.93689	-0.0356778 -0.00214
58	17	SENIOR	3A	4QT	2 PROB	0.06525 1.8943	0.06311 1.75766	0.00214 0.136639
59	17	SENIOR	3B	1QT	1 PROB	0.86924 0.13076	0.85292 0.14708	0.01633 -0.01633
60	17	SENIOR	3B	2QT	2 PROB	3.93834 0.98089	4.06431 0.98312	-0.125969 -0.00222
61	17	SENIOR	3B	3QT	1 PROB	0.01911 3.32538	0.01688 3.24816	0.00222 0.0772195
62	17	SENIOR	3B	4QT	2 PROB	0.96529 0.03471	0.96261 0.03739	0.00268 -0.00268
63	17	SENIOR	4	1QT	1 PROB	2.65215 0.93414	2.77164 0.94112	-0.119482 -0.00698
64	17	SENIOR	4	2QT	1 PROB	0.06586 1.8609	0.05888 1.83163	0.00698 0.0292757
65	17	SENIOR	4	3QT	2 PROB	0.86540 0.13460	0.86196 0.13804	0.00345 -0.00345
66	17	SENIOR	4	4QT	1 PROB	5.3845 1.00000	4.05354 0.98294	1.33096 0.01706
67	17	SENIOR	4	2QT	2 PROB	0.00000 2.88728	0.01706 3.23739	-0.01706 -0.350105
68	17	SENIOR	4	3QT	1 PROB	0.94721 0.05279	0.96222 0.03778	-0.01500 0.01500
69	17	SENIOR	4	4QT	2 PROB	2.45153 0.92067	2.76086 0.94052	-0.309337 -0.01985
70	18	COL	1	2QT	1 PROB	0.07933 1.65823	0.05948 1.82085	0.01985 -0.162627
71	18	COL	2	1QT	2 PROB	0.84000 0.16000	0.86067 0.13933	-0.02067 0.02067
72	18	COL	2	3QT	1 PROB	0.693147 1.00000	2.45198 0.92071	-1.75884 0.07929
73	18	COL	2	4QT	2 PROB	0.00000 0.693147	0.07929 3.41418	-0.07929 -2.72103
74	18	COL	3A	1QT	1 PROB	1.00000 2.63906	0.96814 3.5446	0.03186 -0.905538
75	18	COL	3A	2QT	2 PROB	0.00000 0.693147	0.03186 2.12151	-0.03186 -1.42836
76	18	COL	3A	3QT	1 PROB	0.89298 0.10702	0.89298 0.10702	0.10702 -0.10702
77	18	COL	3A	4QT	2 PROB	3.5446 0.97193	3.5446 0.97193	-0.905538 0.02807
78	18	COL	3A	5QT	1 PROB	0.02807 2.72845	0.02807 2.72845	-0.02807 -2.03553
79	18	COL	3A	6QT	2 PROB	0.93868 1.00000	0.93868 1.00000	0.06132 0.06132

SAMPLE	DESIGN		TDEP	RESPONSE	RESPONSE FUNCTION		
	AGE	GRDSTA	MEN		ACTUAL	PREDICTED	RESIDUAL
'72	18	COL	3A	PROB 2 1	0.00000 0.693147	0.06132 2.25192	-0.06132 -1.55878
73	18	COL	3A	PROB 2 1	1.00000 0.00000	0.90482 0.09518	0.09518 -0.09518
74	18	COL	3B	PROB 1 2	1.38629 1.00000	1.31191 0.78783	0.0743802 0.21217
75	18	COL	3B	PROB 1 2	0.00000 2.48491	0.21217 3.61856	-0.21217 -1.13366
76	18	COL	3B	PROB 1 2	0.92308 0.07692	0.97388 0.02612	-0.05080 0.05080
77	18	COL	3B	PROB 1 2	2.30259 0.90909	2.80241 0.94281	-0.499828 -0.03372
78	18	COL	4	PROB 1 2	0.09091 1.79176	0.05719 2.32589	0.03372 -0.534132
79	18	COL	4	PROB 1 2	1.00000 0.00000	0.91100 0.08900	0.08900 -0.08900
80	18	COL	4	PROB 1 2	0.693147 0.333333	1.38588 0.79993	-0.692735 -0.13327
81	18	HSDG	1	PROB 1 2	0.66667 2.30259	0.79993 3.60779	-0.13327 -1.30521
82	18	HSDG	1	PROB 1 2	1.00000 0.00000	0.97360 0.02640	0.02640 -0.02640
83	18	HSDG	1	PROB 1 2	0.00000 0.50000	0.02640 0.94222	-2.79164 -0.44222
84	18	HSDG	1	PROB 1 2	0.50000 0.693147	0.94222 2.31512	-0.44222 -1.62197
85	18	HSDG	2	PROB 1 2	1.00000 0.00000	0.91012 0.08988	0.08988 -0.08988
86	18	HSDG	2	PROB 1 2	3.11352 0.95745	3.26924 0.96336	-0.155728 -0.00591
	18	HSDG	1	PROB 1 2	0.04255 2.49713	0.03664 2.45309	0.00591 0.0440344
	18	HSDG	1	PROB 1 2	0.92394 0.07606	0.92079 0.07921	0.00315 -0.00315
	18	HSDG	1	PROB 1 2	2.02438 0.88333	1.97657 0.87832	0.0478112 0.00502
	18	HSDG	1	PROB 1 2	0.11667 1.10931	0.12168 1.03656	-0.00502 0.0727462
	18	HSDG	2	PROB 1 2	0.75200 0.24800	0.73819 0.26181	0.01381 -0.01381
	18	HSDG	2	PROB 1 2	3.3786 0.96703	3.41529 0.96818	-0.036683 -0.00115
	18	HSDG	2	PROB 1 2	0.03297 2.47706	0.03182 2.59914	0.00115 -0.122073

SAMPLE	DESIGN		MEN	TDEP	RESPONSE	RESPONSE FUNCTION		
	AGE	GRDSTA				ACTUAL	PREDICTED	RESIDUAL
87	18	HSDG	2	3QT	PROB	0.92252	0.93081	-0.00829
					PROB	0.07748	0.06919	0.00829
88	18	HSDG	2	4QT	PROB	2.29896	2.12261	0.17635
					PROB	0.90879	0.89308	0.01571
89	18	HSDG	3A	1QT	PROB	0.09121	0.10692	-0.01571
					PROB	0.98905	1.18261	-0.19355
90	18	HSDG	3A	2QT	PROB	0.72890	0.76542	-0.03652
					PROB	0.27110	0.23458	0.03652
91	18	HSDG	3A	3QT	PROB	3.4286	3.5457	-0.11710
					PROB	0.96859	0.97196	-0.00337
92	18	HSDG	3A	4QT	PROB	0.03141	0.02804	0.00337
					PROB	2.81787	2.72955	0.0883173
93	18	HSDG	3B	1QT	PROB	0.94363	0.93875	0.00489
					PROB	0.05637	0.06125	-0.00489
94	18	HSDG	3B	2QT	PROB	2.21226	2.25303	-0.0407698
					PROB	0.90135	0.90491	-0.00357
95	18	HSDG	3B	3QT	PROB	0.09865	0.09509	0.00357
					PROB	1.0047	1.31302	-0.308321
96	18	HSDG	3B	4QT	PROB	0.73198	0.78802	-0.05604
					PROB	0.26802	0.21198	0.05604
97	18	HSDG	4	1QT	PROB	3.44196	3.61967	-0.177714
					PROB	0.96899	0.97391	-0.00492
98	18	HSDG	4	2QT	PROB	0.03101	0.02609	0.00492
					PROB	2.88235	2.80352	0.0788314
99	18	HSDG	4	3QT	PROB	0.94697	0.94287	0.00410
					PROB	0.05303	0.05713	-0.00410
100	18	HSDG	4	4QT	PROB	2.4408	2.327	0.113804
					PROB	0.91989	0.91109	0.00880
	18	HSDG	3B	4QT	PROB	0.08011	0.08891	-0.00880
					PROB	1.09322	1.38699	-0.29377
	18	HSDG	4	1QT	PROB	0.74899	0.80011	-0.05112
					PROB	0.25101	0.19989	0.05112
	18	HSDG	4	2QT	PROB	3.13549	3.6089	-0.473405
					PROB	0.95833	0.97363	-0.01530
	18	HSDG	4	3QT	PROB	0.04167	0.02637	0.01530
					PROB	3.20053	2.79275	0.407778
	18	HSDG	4	4QT	PROB	0.96085	0.94228	0.01857
					PROB	0.03915	0.05772	-0.01857
	18	HSDG	4		PROB	2.44569	2.31623	0.129459
					PROB	0.92025	0.91021	0.01003
	18	HSDG	4		PROB	0.07975	0.08979	-0.01003
					PROB	1.17865	1.37622	-0.197563
	18	HSDG	4		PROB	0.76471	0.79838	-0.03368
					PROB	0.23529	0.20162	0.03368

SAMPLE	DESIGN		TDEP	RESPONSE	RESPONSE FUNCTION		
	AGE	GRDSTA	MEN		ACTUAL	PREDICTED	RESIDUAL
101	18	NONGRD	1	1 PROB	3.06805	2.74169	0.326364
				PROB	0.95556	0.93944	0.01611
102	18	NONGRD	1	2 PROB	0.04444	0.06056	-0.01611
				PROB	1.79176	1.92554	-0.133779
103	18	NONGRD	1	1 PROB	0.85714	0.87275	-0.01561
				PROB	0.14286	0.12725	0.01561
				PROB	1.40464	1.44902	-0.0443731
104	18	NONGRD	1	1 PROB	0.80292	0.80985	-0.00693
				PROB	0.19708	0.19015	0.00693
				PROB	0.807091	0.509007	0.298084
105	18	NONGRD	2	1 PROB	0.69149	0.62457	0.06692
				PROB	0.30851	0.37543	-0.06692
				PROB	2.99989	2.88773	0.112158
106	18	NONGRD	2	1 PROB	0.95257	0.94724	0.00533
				PROB	0.04743	0.05276	-0.00533
				PROB	2.07739	2.07158	0.00580824
107	18	NONGRD	2	1 PROB	0.88869	0.88811	0.00058
				PROB	0.11131	0.11189	-0.00058
				PROB	1.70011	1.59506	0.105055
108	18	NONGRD	2	1 PROB	0.84555	0.83133	0.01422
				PROB	0.15445	0.16867	-0.01422
				PROB	0.739132	0.655051	0.0840812
109	18	NONGRD	3A	1 PROB	0.67681	0.65815	0.01866
				PROB	0.32319	0.34185	-0.01866
				PROB	2.81286	3.01815	-0.205288
110	18	NONGRD	3A	1 PROB	0.94337	0.95339	-0.01002
				PROB	0.05663	0.04661	0.01002
				PROB	2.14811	2.202	-0.0538925
111	18	NONGRD	3A	1 PROB	0.89549	0.90043	-0.00494
				PROB	0.10451	0.09957	0.00494
				PROB	1.58045	1.72548	-0.145028
112	18	NONGRD	3A	1 PROB	0.82927	0.84883	-0.01956
				PROB	0.17073	0.15117	0.01956
				PROB	0.940983	0.785469	0.155514
113	18	NONGRD	3B	1 PROB	0.71930	0.68686	0.03244
				PROB	0.28070	0.31314	-0.03244
				PROB	2.75311	3.09212	-0.339009
114	18	NONGRD	3B	1 PROB	0.94009	0.95657	-0.01648
				PROB	0.05991	0.04343	0.01648
				PROB	2.25438	2.27597	-0.0215852
115	18	NONGRD	3B	1 PROB	0.90503	0.90687	-0.00184
				PROB	0.09497	0.09313	0.00184
				PROB	2.03204	1.79945	0.232593
				PROB	0.88412	0.85808	0.02604

SAMPLE	DESIGN		TDEP	RESPONSE	RESPONSE FUNCTION		
	AGE	GRDSTA	MEN		ACTUAL	PREDICTED	RESIDUAL
116	18	NONGRD	3B	PROB 2	0.11588	0.14192	-0.02604
				1	1.16857	0.859437	0.309134
				PROB 1	0.76289	0.70254	0.06034
117	18	NONGRD	4	PROB 2	0.23711	0.29746	-0.06034
				1	3.65066	3.08135	0.569313
				PROB 1	0.97468	0.95612	0.01857
118	18	NONGRD	4	PROB 2	0.02532	0.04388	-0.01857
				1	2.3979	2.26519	0.1327
				PROB 1	0.91667	0.90595	0.01071
119	18	NONGRD	4	PROB 2	0.08333	0.09405	-0.01071
				1	1.4816	1.78867	-0.307069
				PROB 1	0.81481	0.85676	-0.04195
				PROB 2	0.18519	0.14324	0.04195
120	18	NONGRD	4	PROB 1	1.54045	0.848664	0.691781
				PROB 1	0.82353	0.70029	0.12324
121	18	SENIOR	1	PROB 2	0.17647	0.29971	-0.12324
				1	3.27714	3.36979	-0.0926462
				PROB 1	0.96364	0.96675	-0.00311
122	18	SENIOR	1	PROB 2	0.03636	0.03325	0.00311
				1	2.32133	2.55364	-0.232313
123	18	SENIOR	1	PROB 2	0.91063	0.92782	-0.01719
				PROB 1	0.08937	0.07218	0.01719
				1	2.04716	2.07712	-0.0299547
124	18	SENIOR	1	PROB 1	0.88566	0.88866	-0.00300
				PROB 2	0.11434	0.11134	0.00300
				1	1.27032	1.13711	0.133208
125	18	SENIOR	2	PROB 1	0.78080	0.75715	0.02365
				PROB 2	0.21920	0.24285	-0.02365
				1	3.20883	3.51583	-0.307009
126	18	SENIOR	2	PROB 1	0.96117	0.97113	-0.00997
				PROB 2	0.03883	0.02887	0.00997
				1	2.78089	2.69968	0.0812035
127	18	SENIOR	2	PROB 1	0.94163	0.93701	0.00463
				PROB 2	0.05837	0.06299	-0.00463
				1	2.36006	2.22316	0.136901
128	18	SENIOR	2	PROB 1	0.91373	0.90231	0.01142
				PROB 2	0.08627	0.09769	-0.01142
				1	1.30479	1.28315	0.0216411
129	18	SENIOR	3A	PROB 1	0.78664	0.78299	0.00365
				PROB 2	0.21336	0.21701	-0.00365
				1	3.54509	3.64625	-0.101161
130	18	SENIOR	3A	PROB 1	0.97194	0.97457	-0.00263
				PROB 2	0.02806	0.02543	0.00263
				1	2.86505	2.8301	0.034952

SAMPLE	DESIGN		TDEP	RESPONSE	RESPONSE FUNCTION		
	AGE	GRDSTA	MEN		ACTUAL	PREDICTED	RESIDUAL
131	18	SENIOR	3A	PROB 1	0.94609	0.94428	0.00181
				PROB 2	0.05391	0.05572	-0.00181
132	18	SENIOR	3A	PROB 1	2.63613	2.35358	0.282545
				PROB 2	0.93315	0.91322	0.01993
133	18	SENIOR	3B	PROB 1	0.06685	0.08678	-0.01993
				PROB 2	1.48085	1.41357	0.0672819
134	18	SENIOR	3B	PROB 1	0.81470	0.80433	0.01037
				PROB 2	0.18530	0.19567	-0.01037
135	18	SENIOR	3B	PROB 1	3.42792	3.72022	-0.2923
				PROB 2	0.96857	0.97634	-0.00778
136	18	SENIOR	3B	PROB 1	0.03143	0.02366	0.00778
				PROB 2	2.83725	2.90407	-0.0668236
137	18	SENIOR	3B	PROB 1	0.94466	0.94805	-0.00339
				PROB 2	0.05534	0.05195	0.00339
138	18	SENIOR	3B	PROB 1	2.4375	2.42755	0.00995598
				PROB 2	0.91964	0.91890	0.00074
139	18	SENIOR	4	PROB 1	0.08036	0.08110	-0.00074
				PROB 2	1.6505	1.48754	0.162956
140	18	SENIOR	4	PROB 1	0.83896	0.81571	0.02325
				PROB 2	0.16104	0.18429	-0.02325
141	18	SENIOR	4	PROB 1	3.8712	3.70945	0.161753
				PROB 2	0.97959	0.97609	0.00350
142	18	SENIOR	4	PROB 1	0.02041	0.02391	-0.00350
				PROB 2	2.73274	2.8933	-0.160554
143	19	COL	1	PROB 1	0.93893	0.94751	-0.00858
				PROB 2	0.06107	0.05249	0.00858
144	19	COL	1	PROB 1	1.94591	2.41678	-0.470865
				PROB 2	0.87500	0.91810	-0.04310
145	19	COL	1	PROB 1	0.12500	0.08190	0.04310
				PROB 2	1.26025	1.47677	-0.216512
146	19	COL	1	PROB 1	0.77907	0.81408	-0.03501
				PROB 2	0.22093	0.18592	0.03501
147	19	COL	1	PROB 1	1.79176	3.09254	-1.30078
				PROB 2	1.00000	0.95658	0.04342
148	19	COL	1	PROB 1	0.00000	0.04342	-0.04342
				PROB 2	0.693147	2.27639	-1.58325
149	19	COL	1	PROB 1	1.00000	0.90690	0.09310
				PROB 2	0.00000	0.09310	-0.09310
150	19	COL	1	PROB 1	0.693147	1.79987	-1.10672
				PROB 2	1.00000	0.85813	0.14187
151	19	COL	2	PROB 1	0.00000	0.14187	-0.14187
				PROB 2	3.2581	3.23859	0.0195088
152	19	COL	2	PROB 1	1.00000	0.96226	0.03774
				PROB 2	0.00000	0.03774	-0.03774

SAMPLE	DESIGN		MEN	TDEP	RESPONSE	RESPONSE FUNCTION		
	AGE	GRDSTA				ACTUAL	PREDICTED	RESIDUAL
145	19	COL	2	2QT	1	2.77259	2.42244	0.350152
146	19	COL	2	3QT	PROB	1	1.00000	0.91852
					PROB	2	0.00000	0.08148
147	19	COL	3A	1QT	PROB	1	-0.693147	1.94592
					PROB	2	0.33333	0.87500
148	19	COL	3A	2QT	PROB	2	0.66667	0.12500
					PROB	1	2.99573	3.36901
149	19	COL	3A	3QT	PROB	1	1.00000	0.96672
					PROB	2	0.00000	0.03328
150	19	COL	3A	4QT	PROB	1	2.99573	2.55286
					PROB	2	1.00000	0.92777
151	19	COL	3B	1QT	PROB	1	2.48491	2.07633
					PROB	2	1.00000	0.88858
152	19	COL	3B	2QT	PROB	2	0.00000	0.11142
					PROB	1	-0.693147	1.13632
153	19	COL	3B	3QT	PROB	1	0.00000	0.75700
					PROB	2	1.00000	0.24300
154	19	COL	3B	4QT	PROB	1	3.3322	3.44297
					PROB	2	0.96552	0.96902
155	19	COL	4	1QT	PROB	1	0.03448	0.03098
					PROB	2	0.30452	2.62682
156	19	COL	4	2QT	PROB	1	0.95455	0.93257
					PROB	2	0.04545	0.06743
157	19	COL	4	3QT	PROB	1	2.07944	2.1503
					PROB	2	0.88889	0.89570
158	19	COL	3B	4QT	PROB	1	0.11111	0.10430
					PROB	2	0.405465	1.21029
159	19	COL	4	1QT	PROB	1	0.60000	0.77035
					PROB	2	0.40000	0.22965
160	19	COL	4	2QT	PROB	1	2.30259	3.4322
					PROB	2	0.90909	0.96870
161	19	COL	4	3QT	PROB	1	0.09091	0.03130
					PROB	2	1.60944	2.61605
162	19	COL	4	4QT	PROB	1	0.83333	0.93189
					PROB	2	0.16667	0.06811
163	19	COL	4	1QT	PROB	1	1.60944	2.13953
					PROB	2	0.83333	0.89469
164	19	COL	4	2QT	PROB	1	0.16667	0.10531
					PROB	2	3.27629	3.09365
165	19	COL	4	3QT	PROB	1	0.96361	0.95663
					PROB	2	0.03639	0.04337
166	19	COL	4	4QT	PROB	1	2.39253	2.2775
					PROB	2	0.115031	0.115031

EMPTY CELL

SAMPLE	DESIGN	AGE	GRDSTA	MEN	TDEP	RESPONSE FUNCTION			
						RESPONSE	ACTUAL	PREDICTED	RESIDUAL
160	19	HSDG	1	3QT	PROB	1	0.91626	0.90700	0.00926
					PROB	2	0.08374	0.09300	-0.00926
161	19	HSDG	1	4QT	PROB	1	1.8563	1.80098	0.0553174
					PROB	2	0.86486	0.85827	0.00660
162	19	HSDG	2	1QT	PROB	1	0.13514	0.14173	-0.00660
					PROB	2	0.928713	0.860971	0.0677418
163	19	HSDG	2	2QT	PROB	1	0.71681	0.70286	0.01395
					PROB	2	0.28319	0.29714	-0.01395
164	19	HSDG	2	3QT	PROB	1	3.23427	3.2397	-0.00542964
					PROB	2	0.96210	0.96230	-0.00020
165	19	HSDG	2	4QT	PROB	1	0.03790	0.03770	0.00020
					PROB	2	2.41358	2.42355	-0.00996414
166	19	HSDG	3A	1QT	PROB	1	0.91786	0.91861	-0.00075
					PROB	2	0.08214	0.08139	0.00075
167	19	HSDG	3A	2QT	PROB	1	2.23061	1.94702	0.283587
					PROB	2	0.90296	0.87512	0.02784
168	19	HSDG	3A	3QT	PROB	1	0.09704	0.12488	-0.02784
					PROB	2	0.835956	1.00702	-0.17106
169	19	HSDG	3A	4QT	PROB	1	0.69761	0.73244	-0.03482
					PROB	2	0.30239	0.26756	0.03482
170	19	HSDG	3A	1QT	PROB	1	3.2024	3.37011	-0.167718
					PROB	2	0.96092	0.96676	-0.00583
171	19	HSDG	3B	2QT	PROB	1	0.03908	0.03324	0.00583
					PROB	2	2.76085	2.55396	0.206889
172	19	HSDG	3B	3QT	PROB	1	0.94052	0.92784	0.01268
					PROB	2	0.05948	0.07216	-0.01268
173	19	HSDG	3B	4QT	PROB	1	2.17417	2.07744	0.0967265
					PROB	2	0.89791	0.88869	0.00921
174	19	HSDG	3B	1QT	PROB	1	0.10209	0.11131	-0.00921
					PROB	2	1.04878	1.13743	-0.0886532
175	19	HSDG	3B	2QT	PROB	1	0.74054	0.75721	-0.01667
					PROB	2	0.25946	0.24279	0.01667
176	19	HSDG	3B	3QT	PROB	1	3.53881	3.44408	0.0947318
					PROB	2	0.97177	0.96905	0.00272
177	19	HSDG	3B	4QT	PROB	1	0.02823	0.03095	-0.00272
					PROB	2	2.64727	2.62793	0.0193332
178	19	HSDG	3B	1QT	PROB	1	0.93384	0.93264	0.00120
					PROB	2	0.06616	0.06736	-0.00120
179	19	HSDG	3B	2QT	PROB	1	2.2689	2.15141	0.117485
					PROB	2	0.90627	0.89580	0.01047
180	19	HSDG	3B	3QT	PROB	1	0.09373	0.10420	-0.01047
					PROB	2	1.21466	1.2114	0.00326188
181	19	HSDG	3B	4QT	PROB	1	0.77112	0.77055	0.00058
					PROB	2	0.22888	0.22945	-0.00058

SAMPLE	DESIGN		TDEP	RESPONSE	RESPONSE FUNCTION		
	AGE	GRDSTA	MEN		ACTUAL	PREDICTED	RESIDUAL
174	19	HSDG	4	1QT PROB	3.57422	3.43331	0.140907
175	19	HSDG	4	2QT PROB	0.97273	0.96873	0.00400
176	19	HSDG	4	3QT PROB	0.02727	0.03127	-0.00400
177	19	HSDG	4	4QT PROB	3.15864	2.61716	0.541477
178	19	NONGRD	1	1QT PROB	0.95925	0.93196	0.02729
179	19	NONGRD	1	2QT PROB	0.04075	0.06804	-0.02729
180	19	NONGRD	1	3QT PROB	2.6174	2.14064	0.476759
181	19	NONGRD	1	4QT PROB	0.93197	0.89479	0.03718
182	19	NONGRD	2	1QT PROB	0.06803	0.10521	-0.03718
183	19	NONGRD	2	2QT PROB	0.836248	1.20063	-0.36438
184	19	NONGRD	2	3QT PROB	0.69767	0.76864	-0.07096
185	19	NONGRD	2	4QT PROB	0.30233	0.23136	0.07096
186	19	NONGRD	3A	1QT PROB	2.09495	2.5661	-0.471153
187	19	NONGRD	3A	2QT PROB	0.89041	0.92865	-0.03824
188	19	NONGRD	3A	3QT PROB	0.10959	0.07135	0.03824
					1.20397	1.74995	-0.545976
					0.76923	0.85195	-0.08272
					0.23077	0.14805	0.08272
					0.847298	1.27343	-0.426129
					0.70000	0.78133	-0.08133
					0.30000	0.21867	0.08133
					0.0953102	0.333417	-0.238107
					0.52381	0.58259	-0.05878
					0.47619	0.41741	0.05878
					2.80336	2.71214	0.0912177
					0.94286	0.93774	0.00512
					0.05714	0.06226	-0.00512
					1.49995	1.89599	-0.396038
					0.81757	0.86944	-0.05187
					0.18243	0.13056	0.05187
					1.48948	1.41947	0.0700083
					0.81600	0.80526	0.01074
					0.18400	0.19474	-0.01074
					0.76214	0.479461	0.282679
					0.68182	0.61762	0.06420
					0.31818	0.38238	-0.06420
					2.70805	2.84256	-0.13451
					0.93750	0.94493	-0.00743
					0.06250	0.05507	0.00743
					1.98592	2.02641	-0.0404945
					0.87931	0.88354	-0.00423
					0.12069	0.11646	0.00423
					1.3622	1.54989	-0.187691
					0.79612	0.82490	-0.02878

SAMPLE	DESIGN		TDEP	RESPONSE	RESPONSE FUNCTION		
	AGE	GRDSTA	MEN		ACTUAL	PREDICTED	RESIDUAL
189	19	NONGRD	3A	PROB 2	0.20388 0.351398	0.17510 0.609879	0.02878 -0.258481
190	19	NONGRD	3B	PROB 1 PROB 2	0.58696 0.41304	0.64791 0.35209	-0.06096 0.06096
191	19	NONGRD	3B	PROB 1 PROB 2	2.69598 0.93679	2.91653 0.94866	-0.220551 -0.01187
192	19	NONGRD	3B	PROB 1 PROB 2	0.06321 1.84219	0.05134 2.10038	0.01187 -0.258188
193	19	NONGRD	3B	PROB 1 PROB 2	0.86321 0.13679	0.89094 0.10906	-0.02773 0.02773
194	19	NONGRD	4	PROB 1 PROB 2	1.36276 0.79621	1.62386 0.83533	-0.261093 -0.03912
195	19	NONGRD	4	PROB 1 PROB 2	0.20379 0.490206	0.16467 0.683847	0.03912 -0.193641
196	19	NONGRD	4	PROB 1 PROB 2	0.62016 0.37984	0.66460 0.33540	-0.04444 0.04444
197	19	NONGRD	4	PROB 1 PROB 2	3.7612 0.97727	2.90576 0.94813	0.855445 0.02914
198	19	NONGRD	4	PROB 1 PROB 2	0.02273 3.21888	0.05187 2.0896	-0.02914 1.12927
199	19	NONGRD	4	PROB 1 PROB 2	0.96154 0.03846	0.88989 0.11011	0.07165 -0.07165
200	19	NONGRD	4	PROB 1 PROB 2	2.0149 0.88235	1.61308 0.83384	0.40182 0.04851
201	19	NONGRD	4	PROB 1 PROB 2	0.11765 1.94591	0.16616 0.673074	-0.04851 1.27284
202	19	SENIOR	1	PROB 1 PROB 2	0.87500 0.12500	0.66219 0.33781	0.21281 -0.21281
203	19	SENIOR	1	PROB 1 PROB 2	3.07438 0.95582	3.1942 0.96062	-0.119826 -0.00479
204	19	SENIOR	1	PROB 1 PROB 2	0.04418 2.62829	0.03938 2.37805	0.00479 0.250235
205	19	SENIOR	1	PROB 1 PROB 2	0.93266 0.06734	0.91514 0.08486	0.01752 -0.01752
206	19	SENIOR	1	PROB 1 PROB 2	1.84892 0.86400	1.90153 0.87006	-0.0526107 -0.00606
207	19	SENIOR	1	PROB 1 PROB 2	0.13600 0.828693	0.12994 0.961519	0.00606 -0.132827
208	19	SENIOR	1	PROB 1 PROB 2	0.69608 0.30392	0.72343 0.27657	-0.02735 0.02735
209	19	SENIOR	2	PROB 1 PROB 2	3.36153 0.96648	3.34024 0.96578	0.0212875 0.00070
210	19	SENIOR	2	PROB 1 PROB 2	0.03352 2.64476	0.03422 2.52409	-0.00070 0.120661

SAMPLE	DESIGN		TDEP	RESPONSE	RESPONSE FUNCTION		
	AGE	GRDSTA	MEN		ACTUAL	PREDICTED	RESIDUAL
204	19	SENIOR	2	PROB	0.93369	0.92581	0.00787
				PROB	0.06631	0.07419	-0.00787
205	19	SENIOR	2	PROB	2.12691	2.04757	0.0793358
				PROB	0.89349	0.88570	0.00779
206	19	SENIOR	3A	PROB	0.10651	0.11430	-0.00779
				PROB	0.955511	1.10756	-0.152052
207	19	SENIOR	3A	PROB	0.72222	0.75167	-0.02945
				PROB	0.27778	0.24833	0.02945
208	19	SENIOR	3A	PROB	3.81771	3.47066	0.34705
				PROB	0.97849	0.96984	0.00865
209	19	SENIOR	3A	PROB	0.02151	0.03016	-0.00865
				PROB	3.03255	2.65451	0.378034
210	19	SENIOR	3A	PROB	0.95402	0.93429	0.01973
				PROB	0.04598	0.06571	-0.01973
211	19	SENIOR	3A	PROB	1.83406	2.17799	-0.343928
				PROB	0.86224	0.89826	-0.03601
212	19	SENIOR	3B	PROB	0.13776	0.10174	0.03601
				PROB	1.25895	1.23798	0.0209739
213	19	SENIOR	3B	PROB	0.77885	0.77521	0.00363
				PROB	0.22115	0.22479	-0.00363
214	19	SENIOR	3B	PROB	3.80666	3.54463	0.262032
				PROB	0.97826	0.97193	0.00633
215	19	SENIOR	3B	PROB	0.02174	0.02807	-0.00633
				PROB	2.64999	2.72848	-0.0784938
216	19	SENIOR	3B	PROB	0.93401	0.93869	-0.00468
				PROB	0.06599	0.06131	0.00468
217	19	SENIOR	3B	PROB	2.30259	2.25196	0.0506267
				PROB	0.90909	0.90482	0.00427
218	19	SENIOR	3B	PROB	0.09091	0.09518	-0.00427
				PROB	0.939548	1.31195	-0.372402
219	19	SENIOR	4	PROB	0.71901	0.78784	-0.06883
				PROB	0.28099	0.21216	0.06883
220	19	SENIOR	4	PROB	3.58352	3.53386	0.0496614
				PROB	1.00000	0.97164	0.02836
221	19	SENIOR	4	PROB	0.00000	0.02836	-0.02836
				PROB	3.09104	2.71771	0.373335
222	19	SENIOR	4	PROB	1.00000	0.93806	0.06194
				PROB	0.00000	0.06194	-0.06194
223	19	SENIOR	4	PROB	1.94591	2.24119	-0.295275
				PROB	0.87500	0.90389	-0.02889
224	19	SENIOR	4	PROB	0.12500	0.09611	0.02889
				PROB	1.25276	1.30118	-0.0484131
225	19	SENIOR	4	PROB	0.77778	0.78603	-0.00826
				PROB	0.22222	0.21397	0.00826

SAMPLE	DESIGN		MEN	TDEP	RESPONSE	RESPONSE FUNCTION		
	AGE	GRDSTA				ACTUAL	PREDICTED	RESIDUAL
218	20	COL	1	1QT	1 PROB	0.693147 0.66667	3.01532 0.95326	-2.32217 -0.28659
219	20	COL	1	2QT	2 PROB	0.33333 1.60944	0.04674 2.19917	0.28659 -0.589729
220	20	COL	1	3QT	1 PROB	0.83333 0.16667	0.90017 0.09983	-0.06684 0.06684
221	20	COL	1	4QT	2 PROB	0.693147 0.33333	1.72264 0.84847	-1.0295 -0.18180
222	20	COL	2	1QT	1 PROB	0.66667 0.693147	0.84847 0.782636	-0.18180 -0.0894884
223	20	COL	2	2QT	2 PROB	0.33333 0.00000	0.68625 0.31375	0.31375 -0.31375
224	20	COL	2	3QT	1 PROB	0.00000 1.89712	0.31375 3.16136	-0.31375 -1.26424
225	20	COL	3A	1QT	2 PROB	0.95935 0.13043	0.95935 0.04065	-0.08979 0.08979
226	20	COL	3A	2QT	1 PROB	0.86957 1.38629	0.95935 2.34521	-0.08979 -0.958916
227	20	COL	3A	3QT	2 PROB	0.00000 1.79176	0.91255 0.08745	-0.11255 0.11255
228	20	COL	3A	4QT	1 PROB	0.20000 1.00000	1.86869 0.86631	-0.076929 0.13369
229	20	COL	3B	1QT	2 PROB	0.00000 3.73767	0.13369 3.29178	-0.13369 0.445891
230	20	COL	3B	2QT	1 PROB	1.00000 2.99573	0.96415 0.03585	0.03585 -0.03585
231	20	COL	3B	3QT	2 PROB	0.00000 1.00000	0.03585 2.47563	-0.03585 0.520104
232	20	COL	3B	4QT	1 PROB	0.92242 0.07758	0.92242 0.07758	0.07758 -0.07758
233	20	COL	3B	1QT	2 PROB	1.99911 0.80070	1.99911 0.88070	-0.612812 -0.08070
234	20	COL	3B	2QT	1 PROB	0.20000 2.07944	0.11930 1.0591	0.08070 1.02034
235	20	COL	3B	3QT	2 PROB	0.88889 0.11111	0.74252 0.25748	0.14637 -0.14637
236	20	COL	3B	4QT	1 PROB	0.11111 4.10264	0.25748 3.36575	0.14637 0.736896
237	20	COL	3B	1QT	2 PROB	0.98374 0.01626	0.96662 0.03338	0.01712 -0.01712
238	20	COL	3B	2QT	1 PROB	2.65676 0.93443	0.03338 2.5496	-0.01712 0.107161
239	20	COL	3B	3QT	2 PROB	0.06557 1.8563	0.92755 2.07307	0.00688 -0.216777
240	20	COL	3B	4QT	1 PROB	0.07245 0.86486	0.07245 0.88826	-0.00688 -0.02339
241	20	COL	3B	1QT	2 PROB	0.13514 1.335	0.11174 1.13307	0.02339 0.201936
242	20	COL	3B	2QT	1 PROB	0.79167 0.00000	0.75640 0.00000	0.03526 0.00000

SAMPLE	DESIGN		MEN	TDEP	RESPONSE	RESPONSE FUNCTION		
	AGE	GRDSTA				ACTUAL	PREDICTED	RESIDUAL
233	20	COL	4	1QT	PROB 2	0.20833	0.24360	-0.03526
					PROB 1	2.30259	3.35497	-1.05239
234	20	COL	4	2QT	PROB 2	0.90909	0.96627	-0.05718
					PROB 1	0.09091	0.03373	0.05718
235	20	COL	4	3QT	PROB 1	2.63906	2.53882	0.100234
					PROB 2	1.00000	0.92682	0.07318
					PROB 1	0.00000	0.07318	-0.07318
					PROB 2	2.07944	2.0623	0.0171401
236	20	COL	4	4QT	PROB 1	1.00000	0.88718	0.11282
					PROB 2	0.00000	0.11282	-0.11282
237	20	HSDG	1	1QT	PROB 1	1.38629	1.12229	0.264002
					PROB 2	1.00000	0.75441	0.24559
238	20	HSDG	1	2QT	PROB 1	0.00000	0.24559	-0.24559
					PROB 2	3.07684	3.01643	0.0604094
239	20	HSDG	1	3QT	PROB 1	0.95593	0.95331	0.00262
					PROB 2	0.04407	0.04669	-0.00262
240	20	HSDG	1	4QT	PROB 1	2.48751	2.20028	0.287232
					PROB 2	0.92326	0.90027	0.02299
241	20	HSDG	2	1QT	PROB 1	0.07674	0.09973	-0.02299
					PROB 2	2.00459	1.72375	0.28084
242	20	HSDG	2	2QT	PROB 1	0.88128	0.84861	0.03267
					PROB 2	0.11872	0.15139	-0.03267
243	20	HSDG	2	3QT	PROB 1	1.06471	0.783744	0.280966
					PROB 2	0.74359	0.68649	0.05710
244	20	HSDG	2	4QT	PROB 1	0.25641	0.31351	-0.05710
					PROB 2	3.21473	3.16247	0.0522596
245	20	HSDG	3A	1QT	PROB 1	0.96138	0.95940	0.00199
					PROB 2	0.03862	0.04060	-0.00199
246	20	HSDG	3A	2QT	PROB 1	2.39927	2.34632	0.0529526
					PROB 2	0.91677	0.91264	0.00413
247	20	HSDG	3A	3QT	PROB 1	0.08323	0.08736	-0.00413
					PROB 2	1.68419	1.8698	-0.185612
248	20	HSDG	3A	4QT	PROB 1	0.84346	0.86643	-0.02298
					PROB 2	0.15654	0.13357	0.02298
249	20	HSDG	3A	1QT	PROB 1	0.744819	0.929788	-0.184969
					PROB 2	0.67805	0.71703	-0.03898
250	20	HSDG	3A	2QT	PROB 1	0.32195	0.28297	0.03898
					PROB 2	2.9989	3.29289	-0.293986
251	20	HSDG	3A	3QT	PROB 1	0.95252	0.96418	-0.01166
					PROB 2	0.04748	0.03582	0.01166
252	20	HSDG	3A	4QT	PROB 1	2.37812	2.47674	-0.0986165
					PROB 2	0.91514	0.92249	-0.00735
253	20	HSDG	3A	1QT	PROB 1	0.08486	0.07751	0.00735
					PROB 2	1.8104	2.00022	-0.189814

SAMPLE	DESIGN	AGE	GRDSTA	MEN	TDEP	RESPONSE	RESPONSE FUNCTION		
							ACTUAL	PREDICTED	RESIDUAL
248	20	HSDG	3A	4QT	PROB	1	0.85941	0.88082	-0.02141
					PROB	2	0.14059	0.11918	0.02141
249	20	HSDG	3B	1QT	PROB	1	1.03445	1.06021	-0.0257558
					PROB	2	0.73778	0.74273	-0.00495
250	20	HSDG	3B	2QT	PROB	1	0.26222	0.25727	0.00495
					PROB	2	3.47846	3.36686	0.1116
251	20	HSDG	3B	3QT	PROB	1	0.97007	0.96665	0.00342
					PROB	2	0.02993	0.03335	-0.00342
252	20	HSDG	3B	4QT	PROB	1	2.82652	2.55071	0.275815
					PROB	2	0.94409	0.92762	0.01647
253	20	HSDG	4	1QT	PROB	1	0.05591	0.07238	-0.01647
					PROB	2	1.97155	2.07418	-0.102631
254	20	HSDG	4	2QT	PROB	1	0.87778	0.88837	-0.01059
					PROB	2	0.12222	0.11163	0.01059
255	20	HSDG	4	3QT	PROB	1	1.12059	1.13417	-0.0135831
					PROB	2	0.75410	0.75661	-0.00251
256	20	HSDG	4	4QT	PROB	1	0.24590	0.24339	0.00251
					PROB	2	3.64632	3.35608	0.290237
257	20	HSDG	4	1QT	PROB	1	0.97458	0.96630	0.00827
					PROB	2	0.02542	0.03370	-0.00827
258	20	HSDG	4	2QT	PROB	1	2.69124	2.53993	0.151311
					PROB	2	0.93651	0.92689	0.00961
259	20	HSDG	4	3QT	PROB	1	0.06349	0.07311	-0.00961
					PROB	2	1.92038	2.06341	-0.143033
260	20	NONGRD	1	1QT	PROB	1	0.87218	0.88730	-0.01512
					PROB	2	0.12782	0.11270	0.01512
261	20	NONGRD	1	2QT	PROB	1	0.759105	1.1234	-0.364296
					PROB	2	0.68116	0.75462	-0.07346
262	20	NONGRD	1	3QT	PROB	1	0.31884	0.24538	0.07346
					PROB	2	1.75786	2.48887	-0.731014
263	20	NONGRD	1	4QT	PROB	1	0.85294	0.92336	-0.07042
					PROB	2	0.14706	0.07664	0.07042
264	20	NONGRD	1	1QT	PROB	1	1.25276	1.67272	-0.419958
					PROB	2	0.77778	0.84194	-0.06416
265	20	NONGRD	1	2QT	PROB	1	0.22222	0.15806	0.06416
					PROB	2	1.50408	1.1962	0.307878
266	20	NONGRD	1	3QT	PROB	1	0.81818	0.76785	0.05033
					PROB	2	0.18182	0.23215	-0.05033
267	20	NONGRD	1	4QT	PROB	1	2.07944	0.256191	1.82325
					PROB	2	1.00000	0.56370	0.43630
268	20	NONGRD	2	1QT	PROB	1	0.00000	0.43630	-0.43630
					PROB	2	3.37355	2.63492	0.73863
269	20	NONGRD	2	2QT	PROB	1	0.96687	0.93308	0.03379
					PROB	2	0.03313	0.06692	-0.03379

SAMPLE	DESIGN		TDEP	RESPONSE	RESPONSE FUNCTION		
	AGE	GRDSTA	MEN		ACTUAL	PREDICTED	RESIDUAL
262	20	NONGRD	2	2QT PROB	1.6946 0.84483	1.81877 0.86042	-0.124169 -0.01559
263	20	NONGRD	2	3QT PROB	0.15517 0.693147	0.13958 1.34224	0.01559 -0.649096
264	20	NONGRD	2	4QT PROB	0.66667 0.33333	0.79286 0.20714	-0.12619 0.12619
265	20	NONGRD	3A	1QT PROB	-0.0540672 0.48649	0.402234 0.59922	-0.456301 -0.11274
266	20	NONGRD	3A	2QT PROB	0.51351 2.70805	0.40078 2.76533	0.11274 -0.0572835
267	20	NONGRD	3A	3QT PROB	0.93750 0.06250	0.94077 0.05923	-0.00327 0.00327
268	20	NONGRD	3A	4QT PROB	2.23683 0.90351	1.94918 0.87536	0.287651 0.02815
269	20	NONGRD	3B	1QT PROB	0.09649 1.45862	0.12464 1.47266	-0.02815 -0.0140464
270	20	NONGRD	3B	2QT PROB	0.81132 0.18868	0.81346 0.18654	-0.00214 0.00214
271	20	NONGRD	3B	3QT PROB	0.575364 0.64000	0.532652 0.63010	0.042712 0.00990
272	20	NONGRD	3B	4QT PROB	0.36000 2.95699	0.36990 2.8393	-0.00990 0.11769
273	20	NONGRD	4	1QT PROB	0.95059 0.04941	0.94476 0.05524	0.00583 -0.00583
274	20	NONGRD	4	2QT PROB	2.30259 0.90909	2.02315 0.88321	0.279434 0.02588
275	20	NONGRD	4	3QT PROB	0.09091 1.18562	0.11679 1.54663	-0.02588 -0.361006
276	20	NONGRD	4	4QT PROB	0.76596 0.23404	0.82443 0.17557	-0.05847 0.05847
277	20	NONGRD	4	1QT PROB	0.583146 0.64179	0.60662 0.64717	-0.0234741 -0.00538
278	20	NONGRD	4	2QT PROB	0.35821 4.12713	0.35283 2.82853	0.00538 1.29861
279	20	NONGRD	4	3QT PROB	1.00000 1.00000	0.94420 0.05580	0.05580 -0.05580
280	20	NONGRD	4	4QT PROB	3.17805 1.00000	2.01238 0.88209	1.16568 0.11791
281	20	NONGRD	4	1QT PROB	1.00000 2.99573	0.11791 1.53586	-0.11791 1.45988
282	20	NONGRD	4	2QT PROB	1.00000 1.00000	0.82286 0.17714	0.17714 -0.17714
283	20	NONGRD	4	3QT PROB	0.00000 0.50000	0.595847 0.64471	-0.595847 -0.14471

SAMPLE	DESIGN			TDEP	RESPONSE	RESPONSE FUNCTION		
	AGE	GRDSTA	MEN			ACTUAL	PREDICTED	RESIDUAL
277	20	SENIOR	1	1QT	PROB 2	0.50000	0.35529	0.14471
278	20	SENIOR	1	2QT	PROB 1	4.43082	3.11697	1.31384
					PROB 1	1.00000	0.95759	0.04241
					PROB 2	0.00000	0.04241	-0.04241
279	20	SENIOR	1	3QT	PROB 1	2.15948	2.30082	-0.141339
					PROB 1	0.89655	0.90895	-0.01239
					PROB 2	0.10345	0.09105	0.01239
280	20	SENIOR	1	4QT	PROB 1	2.07944	1.8243	0.25514
					PROB 1	0.88889	0.86108	0.02781
					PROB 2	0.11111	0.13892	-0.02781
281	20	SENIOR	2	1QT	PROB 1	0	0.884292	-0.884292
					PROB 1	0.50000	0.70771	-0.20771
					PROB 2	0.50000	0.29229	0.20771
282	20	SENIOR	2	2QT	PROB 1	4.78749	3.26302	1.52447
					PROB 1	1.00000	0.96314	0.03686
					PROB 2	0.00000	0.03686	-0.03686
283	20	SENIOR	2	3QT	PROB 1	3.49651	2.44687	1.04964
					PROB 1	0.97059	0.92033	0.05026
					PROB 2	0.02941	0.07967	-0.05026
284	20	SENIOR	2	4QT	PROB 1	1.8563	1.97035	-0.114047
					PROB 1	0.86486	0.87765	-0.01278
					PROB 2	0.13514	0.12235	0.01278
285	20	SENIOR	3A	1QT	PROB 1	0.916291	1.03034	-0.114045
					PROB 1	0.71429	0.73698	-0.02270
					PROB 2	0.28571	0.26302	0.02270
286	20	SENIOR	3A	2QT	PROB 1	3.78419	3.39344	0.390754
					PROB 1	1.00000	0.96750	0.03250
					PROB 2	0.00000	0.03250	-0.03250
287	20	SENIOR	3A	3QT	PROB 1	1.79176	2.57729	-0.785526
					PROB 1	0.85714	0.92939	-0.07224
					PROB 2	0.14286	0.07061	0.07224
288	20	SENIOR	3A	4QT	PROB 1	1.60944	2.10076	-0.491325
					PROB 1	0.83333	0.89098	-0.05764
					PROB 2	0.16667	0.10902	0.05764
289	20	SENIOR	3B	1QT	PROB 1	0.133531	1.16075	-1.02722
					PROB 1	0.53333	0.76147	-0.22814
					PROB 2	0.46667	0.23853	0.22814
290	20	SENIOR	3B	2QT	PROB 1	3.61092	3.4674	0.143514
					PROB 1	0.97368	0.96975	0.00394
					PROB 2	0.02632	0.03025	-0.00394
291	20	SENIOR	3B	3QT	PROB 1	2.48491	2.65125	-0.166347
					PROB 1	0.92308	0.93409	-0.01101
					PROB 2	0.07692	0.06591	0.01101

SAMPLE	DESIGN		TDEP	RESPONSE	RESPONSE FUNCTION		
	AGE	GRDSTA	MEN		ACTUAL	PREDICTED	RESIDUAL
292	20	SENIOR	3B	PROB	0.81818	0.89796	-0.07978
				PROB	0.18182	0.10204	0.07978
293	20	SENIOR	4	PROB	0.167054	1.23472	-1.06767
				PROB	0.54167	0.77464	-0.23298
294	20	SENIOR	4	PROB	0.45833	0.22536	0.23298
				PROB	1.38629	3.45663	-2.07034
295	20	SENIOR	4	PROB	1.00000	0.96943	0.03057
				PROB	0.00000	0.03057	-0.03057
296	21	COL	1	PROB	1.79176	2.64048	-0.848721
				PROB	1.00000	0.93342	0.06658
297	21	COL	1	PROB	0.00000	0.06658	-0.06658
				PROB	0.693147	2.16396	-1.47081
298	21	COL	1	PROB	1.00000	0.89697	0.10303
				PROB	0.00000	0.10303	-0.10303
299	21	COL	1	PROB	3.89182	2.72667	1.16515
				PROB	0.98000	0.93858	0.04142
300	21	COL	2	PROB	0.02000	0.06142	-0.04142
				PROB	2.36712	1.91052	0.456601
301	21	COL	2	PROB	0.91429	0.87108	0.04321
				PROB	0.08571	0.12892	-0.04321
302	21	COL	2	PROB	2.19722	1.434	0.763224
				PROB	0.90000	0.80752	0.09248
303	21	COL	2	PROB	0.10000	0.19248	-0.09248
				PROB	-1.09861	0.493991	-1.5926
304	21	COL	3A	PROB	0.25000	0.62105	-0.37105
				PROB	0.75000	0.37895	0.37105
305	21	COL	3A	PROB	3.25037	2.87272	0.377658
				PROB	0.96269	0.94648	0.01621
306	21	COL	2	PROB	0.03731	0.05352	-0.01621
				PROB	2.15466	2.05657	0.098099
307	21	COL	2	PROB	0.89610	0.88661	0.00949
				PROB	0.10390	0.11339	-0.00949
308	21	COL	2	PROB	2.30259	1.58004	0.722541
				PROB	0.90909	0.82921	0.07988
309	21	COL	2	PROB	0.09091	0.17079	-0.07988
				PROB	-0.133531	0.640035	-0.773566
310	21	COL	3A	PROB	0.46667	0.65476	-0.18809
				PROB	0.53333	0.34524	0.18809
311	21	COL	3A	PROB	3.53125	3.00313	0.528116
				PROB	0.97156	0.95272	0.01885
312	21	COL	3A	PROB	0.02844	0.04728	-0.01885
				PROB	2.00373	2.18698	-0.183254
313	21	COL	3A	PROB	0.88119	0.89907	-0.01789
				PROB	0.11881	0.10093	0.01789

SAMPLE	DESIGN		MEN	TDEP	RESPONSE	RESPONSE FUNCTION		
	AGE	GRDSTA				ACTUAL	PREDICTED	RESIDUAL
306	21	COL	3A	3QT	1	2.28578	1.71046	0.575316
					PROB	0.90769	0.84690	0.06080
307	21	COL	3A	4QT	2	0.09231	0.15310	-0.06080
					PROB	-0.17185	0.770453	-0.942303
308	21	COL	3B	1QT	1	0.45714	0.68362	-0.22648
					PROB	0.54286	0.31638	0.22648
309	21	COL	3B	2QT	1	3.29328	3.0771	0.216177
					PROB	0.96420	0.95594	0.00826
310	21	COL	3B	3QT	2	0.03580	0.04406	-0.00826
					PROB	2.12026	2.26095	-0.140689
311	21	COL	3B	4QT	1	0.89286	0.90559	-0.01273
					PROB	0.10714	0.09441	0.01273
312	21	COL	4	1QT	1	1.89712	1.78443	0.11269
					PROB	0.86957	0.85624	0.01332
313	21	COL	4	2QT	2	0.13043	0.14376	-0.01332
					PROB	0.913007	0.844421	0.0685855
314	21	COL	4	3QT	1	0.71362	0.69940	0.01422
					PROB	0.28638	0.30060	-0.01422
315	21	COL	4	4QT	2	2.86388	3.06633	-0.202449
					PROB	0.94603	0.95548	-0.00945
316	21	COL	4	1QT	1	0.05397	0.04452	0.00945
					PROB	2.74084	2.25018	0.490661
317	21	COL	4	2QT	2	0.93939	0.90467	0.03473
					PROB	0.06061	0.09533	-0.03473
318	21	COL	4	3QT	1	1.49165	1.77366	-0.282002
					PROB	0.81633	0.85491	-0.03859
319	21	COL	4	4QT	2	0.18367	0.14509	0.03859
					PROB	0.417735	0.833648	-0.415913
320	21	COL	4	1QT	1	0.60294	0.69713	-0.09418
					PROB	0.39706	0.30287	0.09418
321	21	COL	4	2QT	2	2.93835	2.72778	0.210566
					PROB	0.94971	0.93865	0.01106
322	21	COL	4	3QT	1	0.05029	0.06135	-0.01106
					PROB	2.09917	1.91163	0.187542
323	21	COL	4	4QT	2	0.89082	0.87120	0.01962
					PROB	0.10918	0.12880	-0.01962
324	21	COL	4	1QT	1	1.62886	1.43511	0.193747
					PROB	0.83601	0.80770	0.02832
325	21	COL	4	2QT	2	0.16399	0.19230	-0.02832
					PROB	1.24653	0.4951	0.751432
326	21	COL	4	3QT	1	0.77670	0.62131	0.15539
					PROB	0.22330	0.37869	-0.15539
327	21	COL	4	4QT	2	3.10635	2.87383	0.232521
					PROB	0.95715	0.94654	0.01062

SAMPLE	DESIGN		MEN	TDEP	RESPONSE	RESPONSE FUNCTION		
	AGE	GRDSTA				ACTUAL	PREDICTED	RESIDUAL
321	21	HSDG	2	2QT	PROB 2	0.04285	0.05346	-0.01062
					PROB 1	1.95458	2.05767	-0.103092
					PROB 1	0.87595	0.88672	-0.01078
322	21	HSDG	2	3QT	PROB 2	0.12405	0.11328	0.01078
					PROB 1	1.51082	1.58115	-0.0703352
					PROB 1	0.81918	0.82937	-0.01019
323	21	HSDG	2	4QT	PROB 2	0.18082	0.17063	0.01019
					PROB 1	0.37663	0.641144	-0.264514
					PROB 1	0.59306	0.65501	-0.06195
					PROB 2	0.40694	0.34499	0.06195
324	21	HSDG	3A	1QT	PROB 1	3.07739	3.00424	0.0731497
					PROB 1	0.95595	0.95277	0.00319
					PROB 2	0.04405	0.04723	-0.00319
325	21	HSDG	3A	2QT	PROB 1	2.07084	2.18809	-0.11725
					PROB 1	0.88804	0.89918	-0.01114
					PROB 2	0.11196	0.10082	0.01114
326	21	HSDG	3A	3QT	PROB 1	1.74496	1.71157	0.0333874
					PROB 1	0.85132	0.84704	0.00428
					PROB 2	0.14868	0.15296	-0.00428
327	21	HSDG	3A	4QT	PROB 1	0.44895	0.771562	-0.322612
					PROB 1	0.61039	0.68386	-0.07347
					PROB 2	0.38961	0.31614	0.07347
328	21	HSDG	3B	1QT	PROB 1	3.22027	3.07821	0.142061
					PROB 1	0.96159	0.95598	0.00561
					PROB 2	0.03841	0.04402	-0.00561
329	21	HSDG	3B	2QT	PROB 1	2.32287	2.26206	0.0608138
					PROB 1	0.91075	0.90569	0.00507
					PROB 2	0.08925	0.09431	-0.00507
330	21	HSDG	3B	3QT	PROB 1	1.72753	1.78554	-0.0580088
					PROB 1	0.84910	0.85638	-0.00728
					PROB 2	0.15090	0.14362	0.00728
331	21	HSDG	3B	4QT	PROB 1	0.694217	0.84553	-0.151313
					PROB 1	0.66690	0.69963	-0.03272
					PROB 2	0.33310	0.30037	0.03272
332	21	HSDG	4	1QT	PROB 1	3.72655	3.06744	0.659115
					PROB 1	0.97649	0.95553	0.02096
					PROB 2	0.02351	0.04447	-0.02096
333	21	HSDG	4	2QT	PROB 1	2.48491	2.25129	0.233619
					PROB 1	0.92308	0.90476	0.01832
					PROB 2	0.07692	0.09524	-0.01832
334	21	HSDG	4	3QT	PROB 1	1.71807	1.77477	-0.0566943
					PROB 1	0.84788	0.85505	-0.00717
					PROB 2	0.15212	0.14495	0.00717
335	21	HSDG	4	4QT	PROB 1	0.676887	0.834757	-0.15787

SAMPLE	DESIGN		TDEP	RESPONSE	RESPONSE FUNCTION		
	AGE	GRDSTA	MEN		ACTUAL	PREDICTED	RESIDUAL
336	21	NONGRD	1	PROB	0.66304	0.69736	-0.03432
				PROB	0.33696	0.30264	0.03432
337	21	NONGRD	1	PROB	1.42712	2.20023	-0.77311
				PROB	0.80645	0.90027	-0.09382
				PROB	0.19355	0.09973	0.09382
				PROB	1.58408	1.38408	0.174067
338	21	NONGRD	1	PROB	0.82609	0.79965	0.02644
				PROB	0.17391	0.20035	-0.02644
				PROB	1.0116	0.907555	0.104045
				PROB	0.73333	0.71250	0.02083
339	21	NONGRD	1	PROB	0.26667	0.28750	-0.02083
				PROB	-0.916291	-0.0324538	-0.883837
				PROB	0.28571	0.49189	-0.20617
				PROB	0.71429	0.50811	0.20617
340	21	NONGRD	2	PROB	2.28153	2.34627	-0.0647397
				PROB	0.90734	0.91264	-0.00530
				PROB	0.09266	0.08736	0.00530
				PROB	1.26025	1.53012	-0.269867
341	21	NONGRD	2	PROB	0.77907	0.82202	-0.04295
				PROB	0.22093	0.17798	0.04295
				PROB	0.955511	1.0536	-0.0980877
				PROB	0.72222	0.74147	-0.01924
342	21	NONGRD	2	PROB	0.27778	0.25853	0.01924
				PROB	0.127833	0.11359	0.0142435
				PROB	0.53191	0.52837	0.00355
				PROB	0.46809	0.47163	-0.00355
343	21	NONGRD	3A	PROB	2.74084	2.47669	0.264151
				PROB	0.93939	0.92249	0.01690
				PROB	0.06061	0.07751	-0.01690
				PROB	1.72988	1.66054	0.0693453
344	21	NONGRD	3A	PROB	0.84940	0.84031	0.00909
				PROB	0.15060	0.15969	-0.00909
				PROB	0.925769	1.18402	-0.258248
				PROB	0.71622	0.76567	-0.04945
345	21	NONGRD	3A	PROB	0.28378	0.23433	0.04945
				PROB	-0.0377403	0.244008	-0.281748
				PROB	0.49057	0.56070	-0.07014
				PROB	0.50943	0.43930	0.07014
346	21	NONGRD	3B	PROB	2.76278	2.55066	0.212118
				PROB	0.94063	0.92762	0.01301
				PROB	0.05937	0.07238	-0.01301
				PROB	1.56815	1.73451	-0.166359
347	21	NONGRD	3B	PROB	0.82752	0.84999	-0.02247
				PROB	0.17248	0.15001	0.02247
				PROB	0.49057	0.56070	-0.07014
				PROB	0.50943	0.43930	0.07014
348	21	NONGRD	3B	PROB	2.76278	2.55066	0.212118
				PROB	0.94063	0.92762	0.01301
				PROB	0.05937	0.07238	-0.01301
				PROB	1.56815	1.73451	-0.166359
349	21	NONGRD	3B	PROB	0.82752	0.84999	-0.02247
				PROB	0.17248	0.15001	0.02247
				PROB	0.49057	0.56070	-0.07014
				PROB	0.50943	0.43930	0.07014

SAMPLE	DESIGN		TDEP	RESPONSE	RESPONSE FUNCTION		
	AGE	GRDSTA	MEN		ACTUAL	PREDICTED	RESIDUAL
350	21	NONGRD	3B	1 PROB	1.08931 0.74825	1.25799 0.77868	-0.168675 -0.03043
351	21	NONGRD	3B	2 PROB	0.25175 0.340326	0.22132 0.317976	0.03043 0.0223498
352	21	NONGRD	4	1 PROB	0.58427 0.41573	0.57883 0.42117	0.00544 -0.00544
353	21	NONGRD	4	2 PROB	2.76212 0.94059	2.53988 0.92689	0.222233 0.01370
354	21	NONGRD	4	2 PROB	0.05941 1.17007	0.07311 1.72373	-0.01370 -0.553663
355	21	NONGRD	4	1 PROB	0.76316 0.23684	0.84861 0.15139	-0.08545 0.08545
356	21	NONGRD	4	2 PROB	2.15948 0.89655	1.24721 0.77682	0.912272 0.11973
357	21	SENIOR	1	2 PROB	0.10345 0.77319	0.22318 0.307203	-0.11973 0.465987
358	21	SENIOR	1	1 PROB	0.68421 0.31579	0.57620 0.42380	0.10801 -0.10801
359	21	SENIOR	1	2 PROB	2.63906 1.00000	2.82833 0.94419	-0.189272 0.05581
360	21	SENIOR	1	2 PROB	0.00000 0.405465	0.05581 2.01218	-0.05581 -1.60671
361	21	SENIOR	2	1 PROB	0.60000 0.40000	0.88207 0.11793	-0.28207 0.28207
362	21	SENIOR	2	1 PROB	0.50000 0.50000	1.53566 0.82283	-1.53566 -0.32283
363	21	SENIOR	2	2 PROB	0.405465 0.60000	0.595648 0.64466	-0.190183 -0.04466
364	21	SENIOR	2	2 PROB	0.60000 1.8718	0.65534 2.97437	0.04466 -1.10257
365	21	SENIOR	2	1 PROB	0.86667 0.13333	0.95140 0.04860	-0.08474 0.08474
366	21	SENIOR	2	2 PROB	1.70475 0.84615	2.15822 0.89643	-0.453475 -0.05028
367	21	SENIOR	2	2 PROB	0.15385 2.0149	0.10357 1.6817	0.05028 0.333202
368	21	SENIOR	2	1 PROB	0.88235 0.11765	0.84313 0.15687	0.03922 -0.03922
369	21	SENIOR	2	1 PROB	0.11765 -0.81093	0.15687 0.741692	-0.03922 -1.55262
370	21	SENIOR	2	2 PROB	0.30769 0.69231	0.67737 0.32263	-0.36967 0.36967
371	21	SENIOR	3A	1 PROB	3.09104 0.95652	3.10479 0.95709	-0.0137489 -0.00057

SAMPLE	DESIGN		TDEP	RESPONSE	RESPONSE FUNCTION		
	AGE	GRDSTA	MEN		ACTUAL	PREDICTED	RESIDUAL
365	21	SENIOR	3A	PROB 2	0.04348	0.04291	0.00057
				1	2.99573	2.28864	0.707091
366				PROB 1	1.00000	0.90793	0.09207
				2	0.00000	0.09207	-0.09207
				1	1.79176	1.81212	-0.0203596
				PROB 1	0.85714	0.85962	-0.00247
				PROB 2	0.14286	0.14038	0.00247
367	21	SENIOR	3A	1	1.09861	0.87211	0.226502
				PROB 1	0.75000	0.70518	0.04482
				2	0.25000	0.29482	-0.04482
368	21	SENIOR	3B	1	4.09434	3.17876	0.915585
				PROB 1	1.00000	0.96003	0.03997
				PROB 2	0.00000	0.03997	-0.03997
369	21	SENIOR	3B	1	1.32176	2.36261	-1.04085
				PROB 1	0.78947	0.91393	-0.12446
				2	0.21053	0.08607	0.12446
370	21	SENIOR	3B	1	1.38629	1.88609	-0.499793
				PROB 1	0.80000	0.86831	-0.06831
				PROB 2	0.20000	0.13169	0.06831
371	21	SENIOR	3B	1	1.0116	0.946078	0.0655229
				PROB 1	0.73333	0.72033	0.01301
				2	0.26667	0.27967	-0.01301
372	21	SENIOR	4	1	0.693147	3.16799	-2.47484
				PROB 1	1.00000	0.95961	0.04039
				PROB 2	0.00000	0.04039	-0.04039
373	21	SENIOR	4	1	-0.693147	2.35184	-3.04498
EMPTY CELL				PROB 1	0.00000	0.91308	-0.91308
				2	1.00000	0.08692	0.91308
374	21	SENIOR	4	1	0.693147	1.87531	-1.18217
				PROB 1	1.00000	0.86707	0.13293
				2	0.00000	0.13293	-0.13293

APPENDIX D

ACTUAL AND PREDICTED ATTRITION AND RESIDUALS

FOR EACH CELL OF MODEL IV

SAMPLE	DEPSIZE	AREA	MODEP	RESPONSE	ACTUAL	PREDICTED	RESIDUAL
1	33001-40	1	1	1	3.7832	3.82207	-0.0388682
				PROB	0.97776	0.97859	-0.00083
				PROB	0.02224	0.02141	0.00083
2	33001-40	1	2	1	3.22773	3.51523	-0.287507
				PROB	0.96186	0.97112	-0.00925
				PROB	0.03814	0.02888	0.00925
3	33001-40	1	3	1	3.157	3.27613	-0.119128
				PROB	0.95918	0.96360	-0.00442
				PROB	0.04082	0.03640	0.00442
4	33001-40	1	4	1	2.85948	3.00889	-0.149418
				PROB	0.94581	0.95297	-0.00717
				PROB	0.05419	0.04703	0.00717
5	33001-40	1	5	1	2.66691	2.86184	-0.194934
				PROB	0.93505	0.94593	-0.01088
				PROB	0.06495	0.05407	0.01088
6	33001-40	1	6	1	2.90245	2.71104	0.191412
				PROB	0.94797	0.93767	0.01029
				PROB	0.05203	0.06233	-0.01029
7	33001-40	1	7	1	2.96776	2.65649	0.311265
				PROB	0.95110	0.93441	0.01669
				PROB	0.04890	0.06559	-0.01669
8	33001-40	1	8	1	2.89729	2.54703	0.350259
				PROB	0.94771	0.92737	0.02034
				PROB	0.05229	0.07263	-0.02034
9	33001-40	1	9	1	2.52072	2.37643	0.144288
				PROB	0.92558	0.91501	0.01057
				PROB	0.07442	0.08499	-0.01057
10	33001-40	1	10	1	2.04435	2.20191	-0.157556
				PROB	0.88538	0.90042	-0.01505
				PROB	0.11462	0.09958	0.01505
11	33001-40	1	11	1	2.27065	1.90896	0.361691
				PROB	0.90642	0.87090	0.03551
				PROB	0.09358	0.12910	-0.03551
12	33001-40	1	12	1	1.27297	1.05388	0.21909
				PROB	0.78125	0.74152	0.03973
				PROB	0.21875	0.25848	-0.03973

DESIGN			RESPONSE FUNCTION			RESPONSE	RESPONSE FUNCTION		
SAMPLE	DEPSIZE	AREA	MODEP	ACTUAL	PREDICTED		ACTUAL	PREDICTED	RESIDUAL
14	33001-40	3	2	0.98007	0.97900	PROB	1	0.97900	0.00107
				0.01993	0.02100	PROB	2	0.02100	-0.00107
15	33001-40	3	3	3.50706	3.53493	PROB	1	3.53493	-0.0278728
				0.97089	0.97167	PROB	1	0.97167	-0.00078
16	33001-40	3	4	0.02911	0.02833	PROB	2	0.02833	0.00078
				2.8784	3.29583	PROB	1	3.29583	-0.417432
17	33001-40	3	5	0.94677	0.96429	PROB	1	0.96429	-0.01752
				0.05323	0.03571	PROB	2	0.03571	0.01752
18	33001-40	3	6	2.94067	3.02859	PROB	1	3.02859	-0.0879198
				0.94982	0.95385	PROB	1	0.95385	-0.00403
19	33001-40	3	7	0.05018	0.04615	PROB	2	0.04615	0.00403
				2.846	2.88154	PROB	1	2.88154	-0.0355385
20	33001-40	3	8	0.94511	0.94693	PROB	1	0.94693	-0.00181
				0.05489	0.05307	PROB	2	0.05307	0.00181
21	33001-40	3	9	3.17632	2.73074	PROB	1	2.73074	0.445579
				0.95993	0.93882	PROB	1	0.93882	0.02112
22	33001-40	3	10	0.04007	0.06118	PROB	2	0.06118	-0.02112
				2.86979	2.67619	PROB	1	2.67619	0.193599
23	33001-40	3	11	0.94633	0.93561	PROB	1	0.93561	0.01073
				0.05367	0.06439	PROB	2	0.06439	-0.01073
24	33001-40	3	12	2.96646	2.56673	PROB	1	2.56673	0.39973
				0.95104	0.92869	PROB	1	0.92869	0.02235
25	33001-40	3	13	0.04896	0.07131	PROB	2	0.07131	-0.02235
				2.61964	2.39613	PROB	1	2.39613	0.223513
26	33001-40	3	14	0.93211	0.91653	PROB	1	0.91653	0.01558
				0.06789	0.08347	PROB	2	0.08347	-0.01558
27	33001-40	3	15	2.45196	2.2216	PROB	1	2.2216	0.230358
				0.92070	0.90217	PROB	1	0.90217	0.01853
28	33001-40	3	16	0.07930	0.09783	PROB	2	0.09783	-0.01853
				2.17682	1.92866	PROB	1	1.92866	0.248157
29	33001-40	3	17	0.89815	0.87310	PROB	1	0.87310	0.02505
				0.10185	0.12690	PROB	2	0.12690	-0.02505
30	33001-40	3	18	1.18562	1.07357	PROB	1	1.07357	0.11205
				0.76596	0.74528	PROB	1	0.74528	0.02068
31	33001-40	4	19	0.23404	0.25472	PROB	2	0.25472	-0.02068
				3.50715	3.85434	PROB	1	3.85434	-0.347196
32	33001-40	4	20	0.97089	0.97925	PROB	1	0.97925	-0.00836
				0.02911	0.02075	PROB	2	0.02075	0.00836
33	33001-40	4	21	3.346	3.5475	PROB	1	3.5475	-0.201507
				0.96597	0.97201	PROB	1	0.97201	-0.00604
34	33001-40	4	22	0.03403	0.02799	PROB	2	0.02799	0.00604
				3.10707	3.3084	PROB	1	3.3084	-0.201326
35	33001-40	4	23	0.95718	0.96472	PROB	1	0.96472	-0.00753
				0.04282	0.03528	PROB	2	0.03528	0.00753

DESIGN				RESPONSE FUNCTION			
SAMPLE	DEPSIZE	AREA	MODEP	RESPONSE	ACTUAL	PREDICTED	RESIDUAL
28	33001-40	4	4	1 PROB	2.69046	3.04117	-0.350706
				1 PROB	0.93646	0.95440	-0.01794
29	33001-40	4	5	2 PROB	0.06354	0.04560	0.01794
				1 PROB	2.64743	2.89411	-0.246686
30	33001-40	4	6	2 PROB	0.93385	0.94755	-0.01370
				2 PROB	0.06615	0.05245	0.01370
31	33001-40	4	7	1 PROB	2.50144	2.74331	-0.241876
				1 PROB	0.92424	0.93953	-0.01529
				2 PROB	0.07576	0.06047	0.01529
32	33001-40	4	8	1 PROB	2.5696	2.68877	-0.119165
				1 PROB	0.92888	0.93636	-0.00748
				2 PROB	0.07112	0.06364	0.00748
33	33001-40	4	9	1 PROB	2.21006	2.57931	-0.369244
				1 PROB	0.90115	0.92952	-0.02837
				2 PROB	0.09885	0.07048	0.02837
34	33001-40	4	10	1 PROB	2.67906	2.4087	0.270362
				1 PROB	0.93578	0.91749	0.01829
				2 PROB	0.06422	0.08251	-0.01829
35	33001-40	4	11	1 PROB	2.19722	2.23418	-0.0369542
				1 PROB	0.90000	0.90328	-0.00328
				2 PROB	0.10000	0.09672	0.00328
36	33001-40	4	12	1 PROB	2.21213	1.94123	0.270895
				1 PROB	0.90133	0.87449	0.02685
				2 PROB	0.09867	0.12551	-0.02685
37	33001-40	5	1	1 PROB	1.78724	1.08615	0.701097
				1 PROB	0.85659	0.74766	0.10893
				2 PROB	0.14341	0.25234	-0.10893
38	33001-40	5	2	1 PROB	3.41508	3.82984	-0.414765
				1 PROB	0.96817	0.97875	-0.01058
				2 PROB	0.03183	0.02125	0.01058
39	33001-40	5	3	1 PROB	3.27645	3.52301	-0.246561
				1 PROB	0.96361	0.97134	-0.00772
				2 PROB	0.03639	0.02866	0.00772
40	33001-40	5	4	1 PROB	2.77689	3.2839	-0.507013
				1 PROB	0.94141	0.96387	-0.02246
				2 PROB	0.05859	0.03613	0.02246
41	33001-40	5	5	1 PROB	2.7322	3.01667	-0.284468
				1 PROB	0.93890	0.95332	-0.01442
				2 PROB	0.06110	0.04668	0.01442
42	33001-40	5	6	1 PROB	3.07487	2.86961	0.205256
				1 PROB	0.95584	0.94632	0.00952
				2 PROB	0.04416	0.05368	-0.00952
				1 PROB	2.33178	2.71881	-0.387029
				1 PROB	0.91148	0.93813	-0.02665

DESIGN				RESPONSE FUNCTION			
SAMPLE	DEPSIZE	AREA	MODEP	RESPONSE	ACTUAL	PREDICTED	RESIDUAL
58	33001-40	7	10	PROB 1	0.92118	0.89959	0.02159
				PROB 2	0.07882	0.10041	-0.02159
59	33001-40	7	11	PROB 1	2.07107	2.01814	0.0529349
				PROB 2	0.88806	0.88269	0.00537
60	33001-40	7	12	PROB 1	0.11194	0.11731	-0.00537
				PROB 2	1.93442	1.72519	0.209223
61	33001-40	8	1	PROB 1	0.87374	0.84880	0.02494
				PROB 2	0.12626	0.15120	-0.02494
62	33001-40	8	2	PROB 1	1.12847	0.870108	0.258358
				PROB 2	0.75556	0.70477	0.05079
63	33001-40	8	3	PROB 1	0.24444	0.29523	-0.05079
				PROB 2	3.41632	3.53016	-0.11384
64	33001-40	8	4	PROB 1	0.96821	0.97153	-0.00332
				PROB 2	0.03179	0.02847	0.00332
65	33001-40	8	5	PROB 1	3.27714	3.22332	0.0538216
				PROB 2	0.96364	0.96170	0.00193
66	33001-40	8	6	PROB 1	0.03636	0.03830	-0.00193
				PROB 2	2.4823	2.98422	-0.501921
67	33001-40	8	7	PROB 1	0.92289	0.95186	-0.02896
				PROB 2	0.07711	0.04814	0.02896
68	33001-40	8	8	PROB 1	2.31911	2.71698	-0.39787
				PROB 2	0.91045	0.93802	-0.02757
69	33001-40	8	9	PROB 1	0.08955	0.06198	0.02757
				PROB 2	2.47373	2.56993	-0.0961966
70	33001-40	8	10	PROB 1	0.92228	0.92890	-0.00662
				PROB 2	0.07772	0.07110	0.00662
71	33001-40	8	11	PROB 1	2.1529	2.41913	-0.266234
				PROB 2	0.89594	0.91827	-0.02234
	33001-40	8	7	PROB 1	0.10406	0.08173	0.02234
				PROB 2	2.44235	2.36458	0.0777628
	33001-40	8	8	PROB 1	0.92000	0.91409	0.00591
				PROB 2	0.08000	0.08591	-0.00591
	33001-40	8	9	PROB 1	2.14658	2.25512	-0.108543
				PROB 2	0.89535	0.90509	-0.00974
	33001-40	8	9	PROB 1	0.10465	0.09491	0.00974
				PROB 2	1.75209	2.08452	-0.332425
	33001-40	8	10	PROB 1	0.85222	0.88939	-0.03717
				PROB 2	0.14778	0.11061	0.03717
	33001-40	8	10	PROB 1	1.94591	1.91	0.0359131
				PROB 2	0.87500	0.87102	0.00398
	33001-40	8	11	PROB 1	0.12500	0.12898	-0.00398
				PROB 2	1.78557	1.61705	0.168516
	33001-40	8	11	PROB 1	0.85638	0.83439	0.02199
				PROB 2	0.14362	0.16561	-0.02199

DESIGN			RESPONSE FUNCTION		
SAMPLE	DEPSIZE	AREA	MODEP	RESPONSE	
72	33001-40	8	12	1	1.19392
				PROB	0.761966
				1	0.68178
				PROB	0.08566
73	40001-47	1	1	2	0.23256
				PROB	0.31822
				1	3.43712
				PROB	3.54256
				1	0.96884
				PROB	0.97187
74	40001-47	1	2	2	0.03116
				PROB	0.02813
				1	3.28205
				PROB	3.23573
				1	0.96381
				PROB	0.96216
75	40001-47	1	3	2	0.03619
				PROB	0.03784
				1	3.28341
				PROB	2.99662
				1	0.96386
				PROB	0.95242
76	40001-47	1	4	2	0.03614
				PROB	0.04758
				1	2.80215
				PROB	2.72939
77	40001-47	1	5	1	0.94279
				PROB	0.93874
				2	0.05721
				PROB	0.06126
				1	2.8607
				PROB	0.92972
78	40001-47	1	6	2	0.05413
				PROB	0.07028
				1	2.55019
				PROB	2.43153
79	40001-47	1	7	1	0.92759
				PROB	0.91920
				2	0.07241
				PROB	0.08080
				1	2.30259
				PROB	2.37699
80	40001-47	1	8	1	0.90909
				PROB	0.91506
				2	0.09091
				PROB	0.08494
81	40001-47	1	9	1	2.40968
				PROB	2.26753
				1	0.91756
				PROB	0.90615
82	40001-47	1	10	2	0.08244
				PROB	0.09385
				1	2.20692
				PROB	2.09692
83	40001-47	1	11	1	0.90087
				PROB	0.89060
				2	0.09913
				PROB	0.10940
84	40001-47	1	12	1	2.04533
				PROB	1.9224
				1	0.88547
				PROB	0.87241
85	40001-47	3	1	2	0.11453
				PROB	0.12759
				1	1.65894
				PROB	1.62945
86	40001-47	3	2	1	0.84010
				PROB	0.83609
				2	0.15990
				PROB	0.16391
				1	0.781116
				PROB	0.774369
				2	0.68592
				PROB	0.68447
				1	0.31408
				PROB	0.31553
				2	4.00775
				PROB	3.56226
				1	0.98215
				PROB	0.97241
				2	0.01785
				PROB	0.02759
				1	3.32415
				PROB	3.25542
				1	0.96525
				PROB	0.96287
				1	0.431956
				PROB	0.08566
				1	-0.08566
				PROB	-0.105444
				2	-0.00303
				PROB	0.00303
				1	0.046329
				PROB	0.00165
				2	-0.00165
				PROB	0.286792
				1	0.01143
				PROB	-0.01143
				2	0.0727601
				PROB	0.00405
				1	-0.00405
				PROB	0.278363
				2	0.01615
				PROB	-0.01615
				1	0.118656
				PROB	0.00839
				2	-0.00839
				PROB	-0.0744017
				1	2.37699
				PROB	0.91506
				2	-0.00596
				PROB	0.00596
				1	2.26753
				PROB	0.142156
				2	0.01141
				PROB	-0.01141
				1	2.09692
				PROB	0.110002
				2	0.01027
				PROB	-0.01027
				1	1.9224
				PROB	0.12293
				2	0.87241
				PROB	0.01307
				1	0.12759
				PROB	-0.01307
				2	0.0294843
				PROB	0.00400
				1	0.83609
				PROB	-0.00400
				2	0.16391
				PROB	0.00674705
				1	0.68447
				PROB	0.00146
				2	-0.00146
				PROB	0.445485
				1	3.56226
				PROB	0.00974
				2	0.97241
				PROB	0.00974
				1	0.02759
				PROB	-0.00974
				2	3.25542
				PROB	0.0687306
				1	0.96287
				PROB	0.00238

DESIGN			RESPONSE FUNCTION		
SAMPLE	DEPSIZE	AREA	MODEP	RESPONSE	ACTUAL PREDICTED RESIDUAL
87	40001-47	3	3	PROB 2	0.03475 0.03713 -0.00238
				PROB 1	3.12579 3.01632 0.109465
				PROB 1	0.95794 0.95331 0.00464
88	40001-47	3	4	PROB 2	0.04206 0.04669 -0.00464
				PROB 1	2.82511 2.74909 0.0760209
				PROB 2	0.94402 0.93986 0.00416
89	40001-47	3	5	PROB 1	0.05598 0.06014 -0.00416
				PROB 2	2.87168 2.60203 0.269649
				PROB 1	0.94643 0.93099 0.01544
90	40001-47	3	6	PROB 2	0.05357 0.06901 -0.01544
				PROB 1	2.35815 2.45123 -0.093076
				PROB 2	0.91358 0.92065 -0.00707
91	40001-47	3	7	PROB 1	0.08642 0.07935 0.00707
				PROB 2	2.36712 2.39669 -0.0295616
				PROB 1	0.91429 0.91657 -0.00229
92	40001-47	3	8	PROB 2	0.08571 0.08343 0.00229
				PROB 1	2.10095 2.28723 -0.186278
				PROB 2	0.89100 0.90781 -0.01682
93	40001-47	3	9	PROB 1	0.10900 0.09219 0.01682
				PROB 2	2.04446 2.11662 -0.0721583
				PROB 1	0.88539 0.89251 -0.00712
94	40001-47	3	10	PROB 2	0.11461 0.10749 0.00712
				PROB 1	2.22354 1.9421 0.281444
				PROB 2	0.90234 0.87458 0.02776
95	40001-47	3	11	PROB 1	0.09766 0.12542 -0.02776
				PROB 2	1.68808 1.64915 0.0389283
				PROB 1	0.84397 0.83878 0.00520
96	40001-47	3	12	PROB 2	0.15603 0.16122 -0.00520
				PROB 1	0.733969 0.794067 -0.0600982
				PROB 2	0.67568 0.68870 -0.01303
97	40001-47	4	1	PROB 1	0.32432 0.31130 0.01303
				PROB 2	3.28297 3.57484 -0.291868
				PROB 1	0.96384 0.97274 -0.00890
98	40001-47	4	2	PROB 2	0.03616 0.02726 0.00890
				PROB 1	3.0498 3.268 -0.218199
				PROB 2	0.95477 0.96331 -0.00854
99	40001-47	4	3	PROB 1	0.04523 0.03669 0.00854
				PROB 2	2.69828 3.02889 -0.330614
				PROB 1	0.93693 0.95386 -0.01694
100	40001-47	4	4	PROB 2	0.06307 0.04614 0.01694
				PROB 1	2.77009 2.76166 0.00842555
				PROB 2	0.94104 0.94057 0.00047
101	40001-47	4	5	PROB 1	0.05896 0.05943 -0.00047
				PROB 2	2.53093 2.61461 -0.0836727

DESIGN				RESPONSE FUNCTION		
SAMPLE	DEPSIZE	AREA	MODEP	RESPONSE	ACTUAL	PREDICTED
				PROB		RESIDUAL
102	40001-47	4	6	1	0.92628	0.93180
				PROB	0.07372	0.06820
103	40001-47	4	7	2	2.49741	2.46381
				PROB	0.92396	0.92157
104	40001-47	4	8	2	0.07604	0.07843
				PROB	2.24404	2.40926
105	40001-47	4	9	1	0.90414	0.91753
				PROB	0.09586	0.08247
106	40001-47	4	10	2	2.43636	2.2998
				PROB	0.91956	0.90886
107	40001-47	4	11	1	0.08044	0.09114
				PROB	1.98413	2.12919
108	40001-47	4	12	1	0.87912	0.89371
				PROB	0.12088	0.10629
109	40001-47	5	1	2	1.74397	1.95467
				PROB	0.85119	0.87596
110	40001-47	5	2	1	0.14881	0.12404
				PROB	2.01139	1.66173
111	40001-47	5	3	1	0.88199	0.84047
				PROB	0.11801	0.15953
112	40001-47	5	4	2	1.22561	0.806642
				PROB	0.77305	0.69139
113	40001-47	5	5	1	0.22695	0.30861
				PROB	3.46985	3.55034
114	40001-47	5	6	2	0.96982	0.97209
				PROB	0.03018	0.02791
115	40001-47	5	7	1	2.88921	3.2435
				PROB	0.94731	0.96244
				2	0.05269	0.03756
				PROB	2.67495	3.0044
				1	0.93553	0.95277
				PROB	0.06447	0.04723
				2	2.55886	2.73716
				PROB	0.92817	0.93918
				1	0.07183	0.06082
				PROB	2.13739	2.59011
				2	0.89448	0.93022
				PROB	0.10552	0.06978
				1	2.41036	2.43931
				PROB	0.91761	0.91978
				2	0.08239	0.08022
				PROB	2.32456	2.38476
				1	0.91089	0.91566
				PROB	0.08911	0.08434
				2		
				PROB		

DESIGN			RESPONSE FUNCTION		
SAMPLE	DEPSIZE	AREA	MODEP	RESPONSE	ACTUAL PREDICTED RESIDUAL
116	40001-47	5	8	1 PROB	2.12141 2.2753 -0.153896
				1 PROB	0.89297 0.90681 -0.01384
117	40001-47	5	9	2 PROB	0.10703 0.09319 0.01384
				1 PROB	1.98983 2.1047 -0.114867
				1 PROB	0.87973 0.89136 -0.01163
118	40001-47	5	10	2 PROB	0.12027 0.10864 0.01163
				1 PROB	1.91537 1.93017 -0.014801
				1 PROB	0.87162 0.87327 -0.00165
119	40001-47	5	11	2 PROB	0.12838 0.12673 0.00165
				1 PROB	1.9521 1.63723 0.314873
				1 PROB	0.87568 0.83716 0.03852
120	40001-47	5	12	2 PROB	0.12432 0.16284 -0.03852
				1 PROB	1.59451 0.782144 0.812369
				1 PROB	0.83125 0.68614 -0.14511
121	40001-47	7	1	2 PROB	0.16875 0.31386 -0.14511
				1 PROB	3.56742 3.3588 0.208623
				1 PROB	0.97255 0.96639 0.00615
122	40001-47	7	2	2 PROB	0.02745 0.03361 -0.00615
				1 PROB	2.82953 3.05196 -0.222428
				1 PROB	0.94425 0.95487 -0.01062
123	40001-47	7	3	2 PROB	0.05575 0.04513 0.01062
				1 PROB	2.99279 2.81285 0.179932
				1 PROB	0.95225 0.94337 0.00888
124	40001-47	7	4	2 PROB	0.04775 0.05663 -0.00888
				1 PROB	2.57884 2.54562 0.0332188
				1 PROB	0.92949 0.92728 0.00221
125	40001-47	7	5	2 PROB	0.07051 0.07272 -0.00221
				1 PROB	2.32834 2.39856 -0.0702271
				1 PROB	0.91120 0.91672 -0.00552
126	40001-47	7	6	2 PROB	0.08880 0.08328 0.00552
				1 PROB	2.42922 2.24776 0.181453
				1 PROB	0.91903 0.90446 0.01457
127	40001-47	7	7	2 PROB	0.08097 0.09554 -0.01457
				1 PROB	2.04898 2.19322 -0.144237
				1 PROB	0.88584 0.89964 -0.01379
128	40001-47	7	8	2 PROB	0.11416 0.10036 0.01379
				1 PROB	1.59263 2.08376 -0.491128
				1 PROB	0.83099 0.88931 -0.05833
129	40001-47	7	9	2 PROB	0.16901 0.11069 0.05833
				1 PROB	2.10625 1.91315 0.193099
				1 PROB	0.89151 0.87137 0.02014
				2 PROB	0.10849 0.12863 -0.02014
130	40001-47	7	10	1 PROB	1.4816 1.73863 -0.257027
				1 PROB	0.81481 0.85051 -0.03570

DESIGN				RESPONSE FUNCTION			
SAMPLE	DEPSIZE	AREA	MODEP	RESPONSE	ACTUAL	PREDICTED	RESIDUAL
131	40001-47	7	11	PROB 2	0.18519	0.14949	0.03570
				PROB 1	1.64581	1.44569	0.200119
132	40001-47	7	12	PROB 1	0.83832	0.80933	0.02899
				PROB 2	0.16168	0.19067	-0.02899
133	40001-47	8	1	PROB 1	0.834798	0.590601	0.244197
				PROB 2	0.69737	0.64350	0.05387
134	40001-47	8	2	PROB 2	0.30263	0.35650	-0.05387
				PROB 1	3.14903	3.25065	-0.101624
135	40001-47	8	3	PROB 1	0.95887	0.96270	-0.00383
				PROB 2	0.04113	0.03730	0.00383
136	40001-47	8	4	PROB 1	2.89755	2.94382	-0.0462691
				PROB 2	0.94773	0.94997	-0.00225
137	40001-47	8	5	PROB 2	0.05227	0.05003	0.00225
				PROB 1	2.72654	2.70471	0.0218316
138	40001-47	8	6	PROB 1	0.93857	0.93730	0.00127
				PROB 2	0.06143	0.06270	-0.00127
139	40001-47	8	7	PROB 1	2.31554	2.43748	-0.121934
				PROB 2	0.91016	0.91964	-0.00948
140	40001-47	8	8	PROB 2	0.08984	0.08036	0.00948
				PROB 1	2.26091	2.29042	-0.0295111
141	40001-47	8	9	PROB 1	0.90559	0.90808	-0.00249
				PROB 2	0.09441	0.09192	0.00249
142	40001-47	8	10	PROB 1	2.04694	2.13962	-0.0926811
				PROB 2	0.88564	0.89470	-0.00906
143	40001-47	8	11	PROB 2	0.11436	0.10530	0.00906
				PROB 1	2.06193	2.08508	-0.0231498
144	40001-47	8	12	PROB 1	0.88715	0.88944	-0.00230
				PROB 2	0.11285	0.11056	0.00230
145	47001-54	1	1	PROB 1	1.82748	1.97562	-0.14814
				PROB 2	0.86146	0.87821	-0.01675
146	40001-47	8	13	PROB 2	0.13854	0.12179	0.01675
				PROB 1	1.69893	1.80501	-0.106084
147	40001-47	8	14	PROB 1	0.84539	0.85876	-0.01336
				PROB 2	0.15461	0.14124	0.01336
148	40001-47	8	15	PROB 1	1.84583	1.63049	0.215336
				PROB 2	0.86364	0.83624	0.02740
149	40001-47	8	16	PROB 2	0.13636	0.16376	-0.02740
				PROB 1	1.42139	1.33755	0.0838404
150	40001-47	8	17	PROB 1	0.80556	0.79209	0.01347
				PROB 2	0.19444	0.20791	-0.01347
151	40001-47	8	18	PROB 1	0.739667	0.48246	0.257207
				PROB 2	0.67692	0.61833	0.05859
152	47001-54	1	1	PROB 1	0.32308	0.38167	-0.05859
				PROB 2	3.67883	3.6176	0.0612251

DESIGN				RESPONSE FUNCTION			
SAMPLE	DEPSIZE	AREA	MODEP	RESPONSE	ACTUAL	PREDICTED	RESIDUAL
146	47001-54	1	2	PROB	0.97537	0.97385	0.00151
				PROB	0.02463	0.02615	-0.00151
147	47001-54	1	3	PROB	3.91356	3.31077	0.602793
				PROB	0.98042	0.96480	0.01563
148	47001-54	1	4	PROB	0.01958	0.03520	-0.01563
				PROB	2.89037	3.07166	-0.181292
149	47001-54	1	5	PROB	0.94737	0.95571	-0.00834
				PROB	0.05263	0.04429	0.00834
150	47001-54	1	6	PROB	2.54693	2.80443	-0.257498
				PROB	0.92737	0.94291	-0.01555
151	47001-54	1	7	PROB	0.07263	0.05709	0.01555
				PROB	2.884	2.65737	0.226629
152	47001-54	1	8	PROB	0.94705	0.93446	0.01259
				PROB	0.05295	0.06554	-0.01259
153	47001-54	1	9	PROB	2.54012	2.50657	0.0335437
				PROB	0.92691	0.92460	0.00231
154	47001-54	1	10	PROB	0.07309	0.07540	-0.00231
				PROB	2.6644	2.45203	0.212375
155	47001-54	1	11	PROB	0.93489	0.92071	0.01418
				PROB	0.06511	0.07929	-0.01418
156	47001-54	1	12	PROB	2.27477	2.34257	-0.0677998
				PROB	0.90677	0.91234	-0.00558
157	47001-54	1	9	PROB	0.09323	0.08766	0.00558
				PROB	2.30536	2.17196	0.133396
158	47001-54	1	10	PROB	0.90932	0.89770	0.01162
				PROB	0.09068	0.10230	-0.01162
159	47001-54	1	11	PROB	2.14253	1.99744	0.145094
				PROB	0.89497	0.88053	0.01444
	47001-54	3	11	PROB	0.10503	0.11947	-0.01444
				PROB	1.71024	1.7045	0.00574719
	47001-54	1	12	PROB	0.84687	0.84612	0.00075
				PROB	0.15313	0.15388	-0.00075
	47001-54	3	1	PROB	0.352355	0.84941	-0.497055
				PROB	0.58719	0.70044	-0.11325
	47001-54	3	1	PROB	0.41281	0.29956	0.11325
				PROB	3.36198	3.6373	-0.275326
	47001-54	3	2	PROB	0.96649	0.97435	-0.00786
				PROB	0.03351	0.02565	0.00786
	47001-54	3	2	PROB	3.83945	3.33047	0.508987
				PROB	0.97895	0.96546	0.01349
	47001-54	3	3	PROB	0.02105	0.03454	-0.01349
				PROB	3.2581	3.09136	0.166735
	47001-54	3	2	PROB	0.96296	0.95654	0.00643
				PROB	0.03704	0.04346	-0.00643

DESIGN				RESPONSE FUNCTION			
SAMPLE	DEPSIZE	AREA	MODEP	RESPONSE	ACTUAL	PREDICTED	RESIDUAL
160	47001-54	3	4	1	2.93835	2.82413	0.114221
				PROB	0.94971	0.94397	0.00574
161	47001-54	3	5	2	0.05029	0.05603	-0.00574
				PROB	2.65196	2.67707	-0.025114
162	47001-54	3	6	1	0.93413	0.93566	-0.00153
				PROB	0.06587	0.06434	0.00153
163	47001-54	3	7	2	2.58854	2.52627	0.0622694
				PROB	0.93012	0.92596	0.00416
				PROB	0.06988	0.07404	-0.00416
164	47001-54	3	8	1	2.46243	2.47173	-0.00929259
				PROB	0.92147	0.92214	-0.00067
165	47001-54	3	9	2	0.07853	0.07786	0.00067
				PROB	2.38796	2.36227	0.0256983
166	47001-54	3	10	1	0.91590	0.91390	0.00200
				PROB	0.08410	0.08610	-0.00200
167	47001-54	3	11	2	2.25624	2.19166	0.0645835
				PROB	0.90519	0.89950	0.00569
168	47001-54	3	12	2	0.09481	0.10050	-0.00569
				PROB	2.08278	2.01714	0.0656449
169	47001-54	4	1	1	0.88922	0.88258	0.00663
				PROB	0.11078	0.11742	-0.00663
170	47001-54	4	2	1	1.64347	1.72419	-0.0807262
				PROB	0.83801	0.84867	-0.01066
171	47001-54	4	3	2	0.16199	0.15133	0.01066
				PROB	0.579573	0.869109	-0.289535
172	47001-54	4	4	1	0.64097	0.70456	-0.06359
				PROB	0.35903	0.29544	0.06359
173	47001-54	4	5	2	3.91202	3.64988	0.262146
				PROB	0.98039	0.97466	0.00573
174	47001-54	4	6	2	0.01961	0.02534	-0.00573
				PROB	3.07577	3.34304	-0.267264
175	47001-54	4	7	1	0.95588	0.96588	-0.00999
				PROB	0.04412	0.03412	0.00999
176	47001-54	4	8	2	3.3162	3.10394	0.212268
				PROB	0.96498	0.95705	0.00793
177	47001-54	4	9	1	0.03502	0.04295	-0.00793
				PROB	2.67069	2.8367	-0.166007
178	47001-54	4	10	2	0.93528	0.94463	-0.00935
				PROB	0.06472	0.05537	0.00935
179	47001-54	4	11	1	2.53848	2.68965	-0.151169
				PROB	0.92680	0.93641	-0.00962
180	47001-54	4	12	2	0.07320	0.06359	0.00962
				PROB	2.33237	2.53885	-0.206477
181	47001-54	4	13	1	0.91152	0.92682	-0.01530

DESIGN			RESPONSE FUNCTION		
SAMPLE	DEPSIZE	AREA	MODEP	RESPONSE	
175	47001-54	4	7	PROB	2
				PROB	1
				PROB	1
176	47001-54	4	8	PROB	2
				PROB	1
				PROB	1
177	47001-54	4	9	PROB	2
				PROB	1
				PROB	1
178	47001-54	4	10	PROB	2
				PROB	1
				PROB	1
179	47001-54	4	11	PROB	2
				PROB	1
				PROB	1
180	47001-54	4	12	PROB	2
				PROB	1
				PROB	1
181	47001-54	5	1	PROB	2
				PROB	1
				PROB	1
182	47001-54	5	2	PROB	2
				PROB	1
				PROB	1
183	47001-54	5	3	PROB	2
				PROB	1
				PROB	1
184	47001-54	5	4	PROB	2
				PROB	1
				PROB	1
185	47001-54	5	5	PROB	2
				PROB	1
				PROB	1
186	47001-54	5	6	PROB	2
				PROB	1
				PROB	1
187	47001-54	5	7	PROB	2
				PROB	1
				PROB	1
188	47001-54	5	8	PROB	2
				PROB	1
				PROB	1
189	47001-54	5	9	PROB	2
				PROB	1
				PROB	1

DESIGN				RESPONSE FUNCTION			
SAMPLE	DEPSIZE	AREA	MODEP	RESPONSE	ACTUAL	PREDICTED	RESIDUAL
190	47001-54	5	10	PROB	0.89545	0.89842	-0.00296
				PROB	0.10455	0.10158	0.00296
191	47001-54	5	11	PROB	2.07675	2.00522	0.0715342
				PROB	0.88862	0.88134	0.00728
192	47001-54	5	12	PROB	0.11138	0.11866	-0.00728
				PROB	1.83157	1.71227	0.119302
193	47001-54	7	1	PROB	0.86195	0.84713	0.01482
				PROB	0.13805	0.15287	-0.01482
194	47001-54	7	2	PROB	1.34835	0.857185	0.491165
				PROB	0.79386	0.70207	0.09179
195	47001-54	7	3	PROB	0.20614	0.29793	-0.09179
				PROB	3.8221	3.43384	0.388262
196	47001-54	7	4	PROB	0.97859	0.96875	0.00984
				PROB	0.02141	0.03125	-0.00984
197	47001-54	7	5	PROB	3.52391	3.127	0.396907
				PROB	0.97136	0.95799	0.01337
198	47001-54	7	6	PROB	0.02864	0.04201	-0.01337
				PROB	3.20923	2.8879	0.321334
199	47001-54	7	7	PROB	0.96118	0.94724	0.01394
				PROB	0.03882	0.05276	-0.01394
200	47001-54	7	8	PROB	2.54845	2.62066	-0.0722135
				PROB	0.92747	0.93218	-0.00471
201	47001-54	7	9	PROB	0.07253	0.06782	0.00471
				PROB	2.67743	2.47361	0.203821
202	47001-54	7	10	PROB	0.93568	0.92227	0.01341
				PROB	0.06432	0.07773	-0.01341
203	47001-54	7	11	PROB	2.40508	2.32281	0.0822785
				PROB	0.91721	0.91075	0.00647
	47001-54	7		PROB	0.08279	0.08925	-0.00647
				PROB	2.22498	2.26826	-0.0432763
	47001-54	7		PROB	0.90247	0.90621	-0.00374
				PROB	0.09753	0.09379	0.00374
	47001-54	7		PROB	2.03604	2.1588	-0.122763
				PROB	0.88453	0.89649	-0.01196
	47001-54	7		PROB	0.11547	0.10351	0.01196
				PROB	2.18792	1.9882	0.199727
	47001-54	7		PROB	0.89916	0.87955	0.01961
				PROB	0.10084	0.12045	-0.01961
	47001-54	7		PROB	1.71891	1.81367	-0.0947654
				PROB	0.84799	0.85981	-0.01182
	47001-54	7		PROB	0.15201	0.14019	0.01182
				PROB	1.32799	1.52073	-0.192741
	47001-54	7		PROB	0.79051	0.82065	-0.03014
				PROB	0.20949	0.17935	0.03014

DESIGN			RESPONSE FUNCTION		
SAMPLE	DEPSIZE	AREA	MODEP	RESPONSE	ACTUAL PREDICTED RESIDUAL
204	47001-54	7	12	1	0.195249 0.665642 -0.470393
				PROB	0.54866 0.66053 -0.11187
205	47001-54	8	1	2	0.45134 0.33947 0.11187
				PROB	2.9374 3.32569 -0.388298
206	47001-54	8	2	1	0.94966 0.96530 -0.01564
				PROB	0.05034 0.03470 0.01564
207	47001-54	8	3	1	2.87721 3.01886 -0.141644
				PROB	0.94671 0.95342 -0.00671
208	47001-54	8	4	2	0.05329 0.04658 0.00671
				PROB	2.47914 2.77975 -0.300611
209	47001-54	8	5	1	0.92267 0.94157 -0.01891
				PROB	0.07733 0.05843 0.01891
210	47001-54	8	6	2	2.19375 2.51252 -0.318773
				PROB	0.89969 0.92501 -0.02533
211	47001-54	8	7	1	0.10031 0.07499 0.02533
				PROB	2.22848 2.36546 -0.136987
212	47001-54	8	8	2	0.90278 0.91416 -0.01138
				PROB	0.09722 0.08584 0.01138
213	47001-54	8	9	1	2.22732 2.21466 0.012658
				PROB	0.90268 0.90156 0.00112
214	47001-54	8	10	2	0.09732 0.09844 -0.00112
				PROB	2.17222 2.16012 0.0121044
215	47001-54	8	11	1	0.89773 0.89661 0.00112
				PROB	0.10227 0.10339 -0.00112
216	47001-54	8	12	2	2.19413 2.05066 0.143474
				PROB	0.89972 0.88601 -0.01371
217	54001-61	1	1	2	0.10028 0.11399 -0.01371
				PROB	1.93007 1.88005 0.0500173
218	54001-61	1	2	1	0.87326 0.86762 0.00564
				PROB	0.12674 0.13238 -0.00564
				PROB	1.91378 1.70553 0.208252
				PROB	0.87144 0.84626 0.02519
				PROB	0.12856 0.15374 -0.02519
				PROB	1.72511 1.41259 0.312524
				PROB	0.84879 0.80417 0.04461
				PROB	0.15121 0.19583 -0.04461
				PROB	0.507087 0.557501 -0.0504137
				PROB	0.62412 0.63587 -0.01175
				PROB	0.37588 0.36413 0.01175
				PROB	3.56378 3.33393 0.229843
				PROB	0.97245 0.96557 0.00687
				PROB	0.02755 0.03443 -0.00687
				PROB	3.17511 3.0271 0.148011
				PROB	0.95989 0.95378 0.00610

DESIGN				RESPONSE FUNCTION			
SAMPLE	DEPSIZE	AREA	MODEP	RESPONSE	ACTUAL	PREDICTED	RESIDUAL
219	54001-61	1	3	PROB 2	0.04011	0.04622	-0.00610
				PROB 1	2.75218	2.78799	-0.0358144
				PROB 1	0.94004	0.94202	-0.00199
220	54001-61	1	4	PROB 2	0.05996	0.05798	0.00199
				PROB 1	2.72919	2.52076	0.208433
				PROB 2	0.93873	0.92558	0.01314
221	54001-61	1	5	PROB 2	0.06127	0.07442	-0.01314
				PROB 1	2.45638	2.3737	0.082674
				PROB 1	0.92103	0.91480	0.00623
222	54001-61	1	6	PROB 2	0.07897	0.08520	-0.00623
				PROB 1	2.18971	2.2229	-0.0331989
				PROB 1	0.89932	0.90229	-0.00297
223	54001-61	1	7	PROB 2	0.10068	0.09771	0.00297
				PROB 1	2.11021	2.16836	-0.0581457
				PROB 1	0.89189	0.89737	-0.00548
224	54001-61	1	8	PROB 2	0.10811	0.10263	0.00548
				PROB 1	2.26272	2.0589	0.203822
				PROB 1	0.90574	0.88684	0.01890
225	54001-61	1	9	PROB 2	0.09426	0.11316	-0.01890
				PROB 1	2.10497	1.8829	0.216681
				PROB 1	0.89139	0.86856	0.02282
226	54001-61	1	10	PROB 2	0.10861	0.13144	-0.02282
				PROB 1	1.53033	1.71377	-0.183438
				PROB 1	0.82206	0.84732	-0.02527
227	54001-61	1	11	PROB 2	0.17794	0.15268	0.02527
				PROB 1	1.18523	1.42083	-0.2356
				PROB 1	0.76589	0.80547	-0.03958
228	54001-61	1	12	PROB 2	0.23411	0.19453	0.03958
				PROB 1	0.496628	0.565741	-0.0691126
				PROB 1	0.62167	0.63778	-0.01611
229	54001-61	3	1	PROB 2	0.37833	0.36222	0.01611
				PROB 1	3.89182	3.35363	0.538187
				PROB 1	0.98000	0.96622	0.01378
230	54001-61	3	2	PROB 2	0.02000	0.03378	-0.01378
				PROB 1	3.61261	3.0468	0.565809
				PROB 1	0.97373	0.95464	0.01908
231	54001-61	3	3	PROB 2	0.02627	0.04536	-0.01908
				PROB 1	2.96111	2.80769	0.153419
				PROB 1	0.95079	0.94309	0.00770
232	54001-61	3	4	PROB 2	0.04921	0.05691	-0.00770
				PROB 1	2.82381	2.54046	0.283353
				PROB 1	0.94395	0.92693	0.01702
233	54001-61	3	5	PROB 2	0.05605	0.07307	-0.01702
				PROB 1	2.32612	2.3934	-0.0672875

DESIGN			RESPONSE FUNCTION		
SAMPLE	DEPSIZE	AREA	MODEP	RESPONSE	ACTUAL PREDICTED RESIDUAL
234	54001-61	3	6	PROB 1	0.91102 0.91632 -0.00531
				PROB 2	0.08898 0.08368 0.00531
235	54001-61	3	7	PROB 1	2.14706 2.2426 -0.0955458
				PROB 2	0.89539 0.90401 -0.00862
236	54001-61	3	8	PROB 1	0.10461 0.09599 0.00862
				PROB 2	2.12565 2.18806 -0.062403
237	54001-61	3	9	PROB 1	0.89337 0.89917 -0.00580
				PROB 2	0.10663 0.10083 0.00580
238	54001-61	3	10	PROB 1	2.01177 2.0786 -0.0668242
				PROB 2	0.88203 0.88881 -0.00678
239	54001-61	3	11	PROB 1	0.11797 0.11119 0.00678
				PROB 2	1.67237 1.90799 -0.23562
240	54001-61	3	12	PROB 1	0.84189 0.87079 -0.02890
				PROB 2	0.15811 0.12921 0.02890
241	54001-61	4	1	PROB 1	1.54954 1.73347 -0.18393
				PROB 2	0.82485 0.84986 -0.02501
242	54001-61	4	2	PROB 1	0.17515 0.15014 0.02501
				PROB 2	1.10539 1.44052 -0.335133
243	54001-61	4	3	PROB 1	0.75127 0.80854 -0.05727
				PROB 2	0.24873 0.19146 0.05727
244	54001-61	4	4	PROB 1	0.35948 0.585439 -0.225959
				PROB 2	0.58891 0.64232 -0.05340
245	54001-61	4	5	PROB 1	0.41109 0.35768 0.05340
				PROB 2	3.4164 3.36621 0.050189
246	54001-61	4	6	PROB 1	0.96821 0.96663 0.00158
				PROB 2	0.03179 0.03337 -0.00158
247	54001-61	4	7	PROB 1	2.97793 3.05937 -0.0814428
				PROB 2	0.95157 0.95519 -0.00362
248	54001-61	4	8	PROB 1	0.04843 0.04481 0.00362
				PROB 2	3.09975 2.82027 0.279479
249	54001-61	4	9	PROB 1	0.95688 0.94376 0.01312
				PROB 2	0.04312 0.05624 -0.01312
250	54001-61	4	10	PROB 1	2.63493 2.55303 0.0818958
				PROB 2	0.93308 0.92778 0.00530
251	54001-61	4	11	PROB 1	0.06692 0.07222 -0.00530
				PROB 2	2.47681 2.40598 0.0708322
252	54001-61	4	12	PROB 1	0.92250 0.91728 0.00522
				PROB 2	0.07750 0.08272 -0.00522
253	54001-61	4	13	PROB 1	2.42954 2.25518 0.174363
				PROB 2	0.91905 0.90510 0.01396
254	54001-61	4	14	PROB 1	0.08095 0.09490 -0.01396
				PROB 2	2.07379 2.20063 -0.126837
255	54001-61	4	15	PROB 1	0.88833 0.90031 -0.01198
				PROB 2	0.11167 0.09969 0.01198

BIBLIOGRAPHY

Center for Naval Analysis Report, CRC 425, A New Look at Success Chances for Recruits Entering the Navy (SCREEN), by R. F. Lockman and P. Lurie, February 1980.

Center for Naval Analysis Report, 78-0518.00, The Effect of Delayed Entry, Recruit Quality, and Training Guarantees on Two Year Survival of Navy Enlisted Men, by R. F. Lockman, May 1978.

Duke University Report, ONR-200-3, A Goal Setting Procedure for the Navy's Delayed Entry Program, by R. C. Morey, October 1981.

Freeman, D. L., Rear Admiral, CNRC Production Upgrade Program: A Concept Paper, Navy Recruiting Command.

Grizzle, J. E., Starmer, C. F. and Koch, G.G., "Analysis of Categorical Data by Linear Models," Biometrics, 1969 (25, 489-504).

Humphreys, M. M., Quality of Navy Enlisted Personnel, Office of the Deputy Chief of Naval Operations (Manpower Personnel and Training).

Navy Personnel Research and Development Center Report 12-83-16, Classification and Assignment Within Pride (CLASP), a Recruit Assignment Model, by L. P. Krockner and B.A. Rafacz, November 1983.

Navy Personnel Research and Development Center Report TR-79-11, Personal and Organizational Determinants of Enlisted Attrition, by A. W. Lau, March 1979.

INITIAL DISTRIBUTION LIST

	No. Copies
1. Defense Technical Information Center Cameron Station Alexandria, Virginia 22304-6143	2
2. Library, Code 0142 Naval Postgraduate School Monterey, California 93943-5100	2
3. Professor Ray A. Zimmerman, Code 54Rr Department of Administrative Sciences Naval Postgraduate School Monterey, California 93943-5100	1
4. Professor Thomas G. Swenson, Code 54Zw Department of Administrative Sciences Naval Postgraduate School Monterey, California 93943-5100	2
5. Richard Elster, PhD. Office of the Assistant Secretary of the Navy The Pentagon, Room 4E788 Washington, DC 20350	1
6. LT Warren Catps Navy Recruiting Command (Code 224B) 415 Wilson Boulevard Arlington, Virginia 23309	1
7. LT Margaret M. Murray 5507 Buggy Whip Drive Centreville, Virginia 22022	2
8. Navy Recruiting Command Attn: Research Division 415 Wilson Boulevard Arlington, Virginia 23309	5
9. Director, ROMO Navy Recruiting Orientation Unit 8385 Daetwyler Drive Orlando, Florida 32812	1



214743

Thesis

M9838

Murray

c.1

Navy Delayed Entry
Program attrition
analysis.



thesM9838

Navy Delayed Entry Program attrition ana



3 2768 000 68340 3

DUDLEY KNOX LIBRARY